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bulletin

McIntire ruling makes waves

The Manitoba Court of Appeal's ruling that University of Manitoba Professor Imogene McIntire cannot be forced to retire at 65 is making waves in the Province's labour system.

Manitoba Labor Minister Kenneth MacMaster said it is possible the Government will restore the status quo by amending the provincial Human Rights Act to ensure the legality of mandatory retirement, as has been done in other jurisdictions.

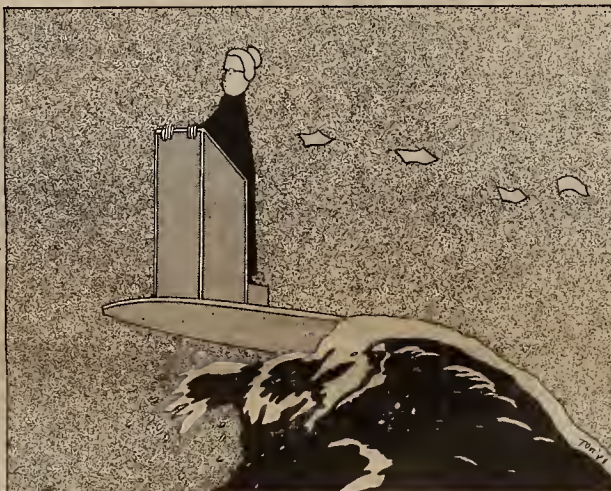
Collective agreements "have been negotiated by the dozens or hundreds, whatever number you wish to use, working around the pensions benefits that people will derive when they reach 65," the minister said.

Prof. Jack London, dean of the University of Manitoba's law faculty, agreed that the ruling will have far-reaching effects. "My own interpretation of the decision... is that any collective agreement in Manitoba which specifies age as the only reason for mandatory retirement is illegal.

"Age is not something you can do anything about. You grow old, and you ought not to be penalized for that."

He said the Manitoba Human rights Act is unique because it does not define age as do similar acts in most other provinces.

The court ruled in a split decision on Jan.



Tom McDonald

6 that the act nullified a compulsory retirement clause in the collective agreement between the University of Manitoba and its faculty association.

Dick Martin, president of the Manitoba Federation of Labor, described the decision as retrogressive. "We're not saying the decision was wrong, because the judges have to interpret the law as they see it. But we're saying that if that is the case, then the law is wrong."

He said the impact of the ruling would be greatest on pension plans, both in the private and public sector. It would effectively raise the retirement age, which the federation has been fighting to lower.

"A problem in some areas is that people want to work longer because they are not going to receive a satisfactory pension at 65. If we brought down the retirement age of full pensions, not many people would want to work past 65."

But Prof. Roland Penner, who also teaches law at the university, said the retirement age should remain open-ended because there will be fewer young people entering the work force in the next decade. "As a matter of public policy, there is a need to retain experienced, skilled workers past the age of 65."

CAUT urges more tax breaks for profs

by Rosalind Riseborough

The Federal Government should exempt from taxes one-half of the income (up to \$50,000) of university teachers on sabbatical leave. This is one of the recommendations of the Canadian Association of University Teachers in its 1981 Tax Brief to the federal Minister of Finance.

This exemption is already extended to employees of Canadian companies working in designated activities overseas. CAUT recommends that it should also extend to university employees to stimulate research and development in all research sectors in Canada, in private industry, the universities and government laboratories.

The CAUT Brief, "A Tax Strategy for University Research", includes recommendations on tax matters relating to the academic researcher, a proposal for a registered educational savings plan, and tax problems which face the universities as corporations.

porations.

Research recommendations ask for deductions of costs arising from sabbatical leave, research grants and professional expenses. CAUT recommends that:

- Family travelling costs associated with sabbatical leave be eligible for deductions;

- University researchers should have the same exemptions from taxation of Canadian source employment income as is afforded to employees of employers who are "in business";

- University teachers be able to deduct expenses for two scientific/professional meetings per year, for membership dues in learned societies, and for employment related expenses for books, journals, computer programmes and computer time (beyond that reimbursed by the university or the government).

In addition, the university researcher should be able to deduct the greater of \$500 or the actual research costs from the aggregate of fellowships, research grants, scholarships and prizes. This would eliminate the current problem of distinguishing between fellowships, scholar-

ships and research grants.

The brief also recommends the clarification of certain paragraphs of the *Income Tax Act*.

CAUT recommends that an educational savings plan be created similar in operation to the Registered Home Ownership Savings Plan. Such a plan would allow individuals to systematically save for their own or their children's education, with savings and returns being tax free as in a RHOSP. Deductions of \$2,000 a year to a maximum of \$20,000 would be permitted, with a required payout by age 60 if not used by that time.

Such a plan would encourage parents to save for their children's education and would enable individuals to return later to higher education. The plan would complement or supplement any employer-paid educational leave programme. This recommendation has also been endorsed by the Adams Commission on Educational Leave and Productivity.

CAUT's third set of recommendations aims at the special tax problems of the university as a corporate body. Federal

sales tax should be abolished on all university purchases, as is currently done for hospitals, and the federal government should prepare a list of all chemicals produced in Canada (indicating level of purity) and allow all other chemicals into the country duty free.

These recommendations would allow the federal government to continue its support of Canadian industry but would not penalize the universities for conducting research. CAUT feels that the full costs of industrial programmes should be borne by the government and not by the universities.

Because Canadian universities must seek funds from private donors as charitable gifts, CAUT recommends that the income tax laws should be changed to "maximize the opportunity of universities and other charities to secure such funds particularly through bequests."

The Tax Brief was prepared by CAUT with the assistance of Charles Hebdon of OCUSA and Touche Ross and Company.

The full text of the Tax Brief is available from the CAUT Central Office in Ottawa.

Rosalind Riseborough is a Research Assistant at CAUT.



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LETTERS LETTRES

Teaching for love

I am writing to commend Dr. Allan Bishop for his article entitled "Teaching for Love or Money in the '80's" (*Bulletin*, Sept., 1980). In most of what he has written, he spoke for me too.

R.A. Hedlin
Dept. of Soil Science
University of Manitoba

Deeper malaise in the stacks

The article "Putting policy in the stacks" by Richard Ellis (*Bulletin*, Sept. 1980) nicely reviews a syndrome generally observed, and appeals for participation by librarians in formulating policies which do indeed affect the academic character of the institution.

May I suggest that further aspects and deeper levels of cause for the malaise perceived may also be considered?

As recently as my undergraduate days (early 1950's) libraries tended to be headed by laterally-translated academics like the late Stewart Wallace. Probably an implicit consensus on the fundamental aims of the university was clearer than it is today, but to whatever extent such consensus existed, it was clear that the Librarian was one of its collegial formulators and upholders.

In contrast, today's Librarian has probably pursued librarianship as a profession since completing his first degree. To outward appearances — by examination of his credentials and curriculum vitae for instance — he may appear no more aware of and dedicated to whatever communal goals the university espouses than would a chartered accountant hired to fill a responsible fiscal position in the administration.

Thus, the Librarian must establish his bona fides as an upholder of academic objectives more than his forerunners needed to do. Coming from a "staff" background, he must authenticate his role in "line" decisionmaking.

The previous source of distance and possible suspicion between academic departments and the library is exacerbated by the tendency in some quarters to create budgetary structures which pit the teaching departments against the library. I have heard a Dean say, "It's my job to see that if anyone goes short of money it's the Library, not Science."

Where such adversarial frameworks exist, one should scarcely blame individuals who respond in ways appropriate to the rules of the game!

The tendency to substitute a corporate for a collegial structure in the university furthers the model of compartmented responsibility and restricted vision. It works against the broad consultation and cooperation Ellis hopes to see. It fosters the spirit conveyed by an administrator who said, "It doesn't matter if departments don't talk to each other as long as they all talk to me."

Entrepreneurial models of university departments within a corporate structure, or of individuals within those departments tend to further the isolation of the "non-producing" service group like the library.

Possibly more immediately related to the particular problems of libraries today are technical advances such as the two examples below, and the reactions to their impact.

(a) Retrieval systems tend to promote storage of information — or at least of the indexes and abstracts and other means of access to the information — in forms readable only with mechanical systems. There seems to be a trend to charge the individual job of retrieval to the particular

user, changing the whole character of library use.

(b) In contrast, the Xerox blizzard continues unabated. One must suspect that the era of beneficial proprietorship in published material is over, thanks to a change of truly Gutenbergian magnitude. The resulting changes in patterns of authorship and publishing are dimly foreseeable in detail, but the present legal flurries about copyright resemble attempts to procure a court injunction against a tidal wave.

Offering to their academic communities outlines and analyses of such trends, and constructive, adaptive, imaginative proposals for dealing with them in terms of long-range planning of collections might help to restore the librarians concerned to acceptability as academic colleagues.

George F. Atkinson
Dept. of Chemistry
University of Waterloo

Tax Tips error

In scanning the December Tax Tips Column I note an error in the closing paragraph on teaching expenses. The opening sentence of this paragraph reads "There is no obvious difficulty". The word "no" should not be there and quite obviously reverses the meaning of the sentence.

The sentence was intended to mean there obviously is difficulty in a teacher establishing self-employment where he is being paid by a school or university for teaching courses arranged by the institution.

J. F. Gillespie, C.A.
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Wrong Title

With reference to my article on Bill C-43 in the December issue: I must point out that I am not a member of the political science department of Algoma University College. I did belong to the history department until July, 1980, and am now the college's chief librarian. My comments on the pending FOI legislation are therefore not those of a political scientist. So that they will not be so construed, I hope that you will not mind setting the record straight.

Richard J. Bazillion
Chief Librarian and
Associate Professor
Algoma University

Strickler article biased

Whatever else may be said of your extensive report of the Strickler dismissal at the University of Ottawa, it is flawed by a strange bias. In the first sentence Strickler is identified as "a married probationary faculty member". While every other term in that phrase is justified by later elements in the three articles on pages 5 and 6, nowhere is there any justification of the reference to Prof. Strickler's marital status.

There is no indication that he has been charged under the laws of Canada or Ontario with adultery. Therefore this remark is a gratuitously moralistic reflection which has no place either in the proceedings against Strickler, where indeed it is not reported, nor in your reports.

E. A. Walker
Victoria College
University of Toronto

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Commentary

Plaudits for audits

by Lewis Wolfgang Brandt

The long range planning of the 60's when the boom babies became students seems to have been a fiasco. New universities were built everywhere and staffed with new faculty. There seems to have been no awareness that ten years later the university enrolment figures might go drastically down.

In their subsequent fight for survival universities used a dual approach: on the one hand they lowered their standards falling fewer and fewer students, re-admitting more and more of those who had been required to discontinue, and lowering entrance requirements; on the other hand, all kinds of professional new programs were introduced which can hardly be called academic. These seem stop gap measures to prevent universities from financial, at the expense of intellectual, bankruptcy.

I suggest that there may be a different long range approach to save academia. Instead of modelling universities after cafeterias and trying to offer a wider range of junk food it might be possible to refine people's tastes so that more people will be interested in a gourmet menu. At a time when more people have more leisure time it ought to be possible to get more of them interested in what academia traditionally has to offer.

One way of getting more people interested in the traditional subjects of university departments might be to advertise auditing. Auditing fees are far below regular university fees. Furthermore, auditors need neither attend classes regularly nor do homework or take examinations. By simply sitting on otherwise empty chairs in classes on philosophy, physics, astronomy, psychology or whatever, they do not take any chances away from regular students. While they do not bring tax money into the university coffers, they also do not cost the university anything if their fee covers the costs of the paperwork necessary to register them as auditors.

A large part of the general population has no need for a university degree. Either they have already a degree or they have a job which they do not want to change and where a degree is of no further use to them. However, they may be interested in increasing their education, in other words their knowledge of certain aspects of the world.

People who have never been in a university may find out what a university actually has to offer. As a consequence they may either send friends or their children to register as regular students or they may themselves decide that they do want a university degree. If they want to get credit for the classes which they have audited, they may be asked to pay the difference between the auditing fees and the regular fees and then can take an examination to receive credit for the class.

Auditors will not solve the present problems of universities in the short run. However, in long range terms, they may increase the number of students who are interested in existing programs and for whom one does not have to constantly create new programs. They will further improve the relationship between town and gown — provided that the courses are such that the auditors are kept interested in what the lecturer has to offer. Since many of these people will be older than the ordinary student and will have more life experiences they may even keep the lecturer on her or his toes if they are permitted to ask questions or participate in discussions.

It seems possible that such auditors would increase the good will towards the university. Those of them who take classes in literature and music may in the long run even increase the audiences of theatres and concerts. More of them may visit museums. Above all, they may gain a better understanding of many aspects of the news and thus improve the basis on which they participate in policy decision making.

If a larger number of Canadians audit regular academic classes in Canadian universities, higher education may live up to its name and contribute to raising the educational level of the Canadian people.

Prof. Brandt is with the Department of Psychology at the University of Regina.

Ottawa plans billion dollar education cut

The federal government is planning to cut about \$1.5 billion from cash transfers to the Provinces for post-secondary education.

CAUT has expressed concern to the Prime Minister that plans now being prepared for Cabinet calling for the cut will effectively destroy the present Established Programmes Financing Legislation (EPFL) in the area of post-secondary education.

CAUT and the Institute for Policy Analysis at the University of Toronto are sponsoring a conference about the crisis on March 3, at the Park Plaza Hotel in Toronto on the question of who should finance the universities and how it should be done.

The Established Programmes Financing Legislation governs the agreements between Ottawa and the Provinces on federal cash transfers for medicare, hospitalization and post-secondary education. Health Minister Monique Bégin has assured the Provinces that no cuts will be made in medicare or hospitalization leaving only post-secondary education to take the planned cut.

CAUT has recommended to Prime

Minister Trudeau, as it did in 1976, that a Royal Commission or equivalent study be created to consider the financing of the universities before any drastic restructuring of present EPFL arrangements.

In 1976 Prime Minister Trudeau gave assurances that three years' notice would be given before EPFL cash transfers would be terminated.

This has not been done. Nor have the universities or the major associations of universities or teachers been consulted.

If the federal government goes to the forthcoming federal/provincial re-negotiations of the EPFL with this plan in mind, the universities will undoubtedly be caught in a financial cross-fire because there is no way most Provinces could make up the difference. This will happen just at the moment that universities across the country are facing acute financial difficulties and seems to the CAUT a recipe for disaster.

It is also inconsistent with the government's view that universities and private enterprise play a larger role in research and development in Canada.

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Lakehead University
THUNDER BAY, Ont.
P7B 5E1

• Lakehead University

SSHRCC threatened by 10 per cent cut

by Viviane Launay-Elbaz

When humanists and social scientists, strongly urged the establishment of their own federal granting agency several years ago, little did they realize that they were perhaps signing their own slow-death certificate. Soon after the creation of the Social Sciences and Humanities Research Council of Canada (SSHRC) in 1978, it became apparent that the government would have a much stronger hold on it than it ever had on the Canada Council.

In June 1979, the Social Sciences and Humanities Research Council of Canada issued its proposed Five-Year Plan for 1980-85. In this important document, SSHRC proposed three alternatives for funding and indicated a clear preference for alternative 3, a middle course between the other two options.

The third alternative of the Plan proposed a substantial increase for strategic grants (from approximately \$2 million in 1980-81 to \$13.5 million in 1984-85), growth of the research grants program at the rate of the GNP plus five per cent, a major increase for research facilities and instruments, the funding of centres of excellence, and an increase in the public-awareness program, so dear to the heart of politicians.

The acceptance of the third alternative by the federal government would mean a 1981-82 budget of \$45 million for SSHRC. In 1980-81, SSHRC received \$38 million to fund all its programs.

The Canadian Federation for the Humanities submitted its official position on the Council's Five-Year Plan in April 1980. The Federation favored the second alternative which proposed a two-thirds increase in the real level of support for the core programs of independent research, a doubling of the constant dollar support for the general research grants to universities, a substantial increase in post-doctoral fellowships, an increase of 50 per cent in the number of doctoral fellowships and 100 per cent in the number of special M.A. fellowships, support for research facilities and instruments (centres of excellence, for example), the implementation of seven or eight themes of national importance and of an exchange program for academics within Canada, the doubling of support for scholarly publishing, and an increase in the public-awareness and international programs.

Had the second alternative been approved by the federal government, SSHRC's 1981-82 budget would be \$57 million.

SSHRC's proposed Five-Year Plan was accepted in principle by the short-lived Conservative cabinet. The Liberal government has studied the three alternatives proposed, but it has not yet indicated a preference if any.

Rather, in October 1980, SSHRC was requested seriously to envisage two additional alternatives: the maintenance of its 1981-82 budget at the same level as in 1980-81 (with a cost of living increase only), and the possibility of a 10 per cent cut in 1981-82. The significance and implication of those latest proposals by the government are two-fold: first, there are psychological consequences; second, there are devastating financial implications.

Viviane Launay-Elbaz is Executive Director of the Canadian Federation for the Humanities.

The psychological effect of the government's most recent move is highly detrimental because the Social Sciences and Humanities Research Council was singled out among the three federal granting agencies. Neither the Medical Research Council (MRC) nor the Natural Sciences and Engineering Research Council (NSERC) have had their 1981-82 budgets threatened in the same manner. Clearly, the Liberal government questions the very existence of SSHRC and we cannot allow it to do so. Remember that in 1980-81, SSHRC, MRC and NSERC received increases of 14 per cent, 17 per cent and 35 per cent respectively. Their present budgets are (rounded off) \$40 million, \$80 million and \$160 million, whereas each services a constituency of 20,000, 6,000 and 10,000 respectively.

The fact that this year, MRC's budget is double and NSERC's quadruple that of SSHRC, although SSHRC has by far the largest constituency, is very revealing of the politicians' views (when and if they have any) on the humanities and social services in Canada.

It is expected that in 1981-82, MRC's budget will be treated fairly and that NSERC's budget will probably remain at the same level, since such a large increase was granted this year. The hard-core effects of SSHRC's 1981-82 budget remaining at the same level or being curtailed by 10% are very far-reaching.

If, at best, SSHRC's 1981-82 budget is identical to that for 1980-81 the Council will be unable to award new grants in post-doctoral fellowships (it will have just enough money for renewals). There will be no funds for strategic grants, which signifies that the new theme "Canadian Studies" might never quite see the light of day; as well, no new themes will be developed. There will be no money to attempt to alleviate the problems of smaller universities. The international programmes will not be expanded. The public-awareness program will be curtailed. The list could go on and on.

The problem is so very acute that, even though the results of the competition for the 1981-82 post-doctoral fellowships are known, there is no guarantee that the winners will be funded. This already grim tableau becomes substantially darker if one envisages the catastrophic effects and far-reaching ramifications of a 10 per cent cut; in real dollars, it means a \$4 million excision.

Undoubtedly, SSHRC would be at a loss to decide where to use its scalpel.

Upon learning of the new government proposals, the Canadian Federation for the Humanities has urgently attempted to make an appointment with Francis Fox, Minister of Communications and Pierre Juneau, Deputy Minister of Communications.

The CFH has been unsuccessful until now even though Mr. Fox has apparently expressed a keen desire to meet with the officials of the Federation. At Mr. Fox's request, CFH representatives met with the Assistant Deputy Minister, Arts and Culture Branch, Department of Communications and explained that 20,000 Canadian humanists and social scientists would not accept such decisions kindly.

At stake is not simply whether fairness exists but whether the largest single group of university research scholars in the country is to be taken seriously by a government ostensibly committed to research as a national priority.

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Applications and nominations are invited for the position of Dean of the Faculty of Business Administration. The Search Committee anticipates concluding its deliberations by March 31, 1981. The appointment date and the terms of appointment will be determined by mutual agreement with the successful candidate.

The Faculty of Business Administration, established as a Faculty December 18, 1964, consists of 39 full-time and 30 part-time faculty members and has an enrolment of 1700 full-time and 780 part-time students in the Honours Bachelor of Commerce programme. An additional 160 full-time and 90 part-time students are enrolled in the Master of Business Administration programme.

The Dean will be expected to have demonstrated administrative skills and leadership qualities, and will be expected to provide dynamic leadership in the continuing development of teaching and research programmes. Candidates should have obtained a graduate degree in Business Administration and should have current knowledge of the Canadian business environment and academic scene.

Applications accompanied by a full curriculum vitae and the names and addresses of three referees should be sent immediately to:



Dr. Paul V. Cassano
Chairman — Search Committee
Vice-President — Academic
University of Windsor
Windsor, Ontario, N9B 3P4.
Telephone: (519) 253-4232

DEAN OF ADMINISTRATION

Nominations and applications are invited for the position of Dean of the Faculty of Administration, University of Ottawa. The expected starting date is July 1, 1981.

Sixty-three full-time and 120 part-time professors are engaged in programs leading to Honours baccalaureates in Administration, Commerce, Management Science and in Public Administration; to Certificates in Business Administration, Public Administration and Labour-Management Relations; to an Advanced Certificate in Public Administration; and to Master's degrees in Business Administration and in Health Administration.

About 1,500 full-time and almost 2,000 part-time students are registered in the Faculty.

The Dean is expected to provide academic leadership in programme and research development. Proven administrative skills and familiarity with the academic environment are essential, while experience with the Canadian business and government milieux would be a distinct asset. Candidates should be fluent in both French and English: University of Ottawa is a bilingual institution.

Nominations and applications should be addressed to:

Dr. Roger Guindon, OMI, C.C.,
Rector and Vice-Chancellor,
University of Ottawa,
OTTAWA, Ontario,
K1N 6N5

Deadline: Friday, February 27.



UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

DOYEN DE LA FACULTE D'ADMINISTRATION

L'Université d'Ottawa invite la soumission des nomination et des candidatures de personnes pouvant assumer le décanat de la faculté d'Administration. La date d'entrée en vigueur: le 1^{er} juillet 1981.

La faculté compte 63 professeurs à temps complet et 120 professeurs à temps partiel. Elle offre des programmes menant au baccalauréat avec spécialisation en administration, commerce, gestion et administration publique; des certificats en administration des affaires, en administration publique et en relations industrielles; le certificat supérieur en administration publique; la maîtrise en administration des affaires, en gestion des services de santé.

Environ 1,500 étudiants à temps complet et près de 2,000 à temps partiel sont inscrits à ces programmes.

Le doyen doit assurer le leadership en ce qui a trait du développement des programmes et de la recherche. Il doit faire preuve d'une maîtrise des techniques gestionnaires en milieu universitaire, alors qu'une connaissance des milieux des affaires et des organismes gouvernementaux serait un atout. En raison du caractère bilingue de l'Université d'Ottawa, les candidats doivent avoir une bonne connaissance du français et de l'anglais.

Les nominations et candidatures doivent être adressées au:

Dr. Roger Guindon, o.m.i., C.C.,
Recteur et vice-chancelier,
Université d'Ottawa
OTTAWA, Ontario
K1N 6N5

Date limite: vendredi 27 février

Academic lobby aims to halt erosion of research funds

by John Cowan

A large-scale effort to inform M.P.'s of the crisis facing Canadian scientific research has begun in Ottawa.

But initial indications from a round of meetings in Dec. suggests that more pressure will be needed.

The meetings resulted from a request by the Canadian Federation of Biological Societies (CFBS) to all M.P.'s for support of the Science Policy Platform of the CFBS, covering government, university and private sector research.

On December 9th a group of 32 researchers, representing CFBS, CAUT, CAP (Physicists), CSCI (Clinical Investigators), CCUC (Chemists), CFA (Forestry), CSM (Microbiology), SSFC (Social Sciences), CFH (Humanities), PIPS (Government Scientists), CATA (Advanced Technology Association) and CHR (Canadians for Health Research) met for an evening briefing before going off in groups of two to four to meet individual M.P.'s.

About 50 M.P.'s were seen over the next two days, but written reports on those meetings have not yet all been received. However, a number of points are already quite clear, and deserve early comment.

Mood of the House

We have now heard from or met with 118 M.P.'s (53 Liberal, 48 Progressive Conservative and 17 NDP) and have frank support for our platform from 15 Liberals (28 per cent), 27 P.C.'s (56 per cent) and 13 New Democrats (76 per cent).

Responses from 22 Cabinet Ministers seems to divide neatly into two groups: those whose ministries deal almost entirely with the internal affairs of government (movement of paper) who are for the most part either neutral or hostile to our concerns, and those whose ministries deal with real aspects of (relatively) non-political human endeavour such as Agriculture, Defence, Health, etc. who are for the most part supportive.

The Liberals have a lower interest in R & D than do the two opposition parties. This seems to have been true even during their brief exile to the opposition benches. Evidently, they have other current preoccupations.

The average M.P. is much better informed on R & D than in 1978, but the absence of large scale lobbying by us during the two years of musical chairs in Ottawa has taken its toll. Even some of our old allies in the House now need updating and re-educating to a considerable extent.

More and more M.P.'s link R & D issues to our lack of economic development. This view dates from the period of P.C. government and is now widely-held. Many M.P.'s remain confused about the origin of the substantial increases in MRC and NSERC budgets for 1980-81, thinking that these were a Liberal initiative when they were merely carried over unchanged from the defeated budget of the P.C.'s.

Short-term Prospects

As of December 11th, the short term picture for research seems bleak:

The 1981-82 budgets for the three major granting councils will increase by 8-11 per cent.

The NSERC increase will be less than the lowest option (option 3) of its five year plan, effectively scuttling the plan, which is (theoretically) approved in principle.

The MRC increase (to \$89.5 million) will be essentially that predicted by the Bégoin formula, and is \$17 million short of the position of its draft five year plan. The MRC draft five year plan has not yet gone to Cabinet, and, despite the protestations of the minister that all is well, may never do so.

The granting councils which sponsor most university-based research will have a disastrous year, with very high non-renewal and rejection rates, except perhaps for SSHRC which had expected even worse and had "braced itself" accordingly. Even for SSHRC it will not be a good year.

The only factors which might influence this outcome are the lobby just held, the next lobby in March, and resistance from presidents (or prospective presidents) of the granting councils.

The private sector R & D effort will not benefit from any substantial increase in subsidized start-up programmes or manpower training programmes. Only tax write-offs will still be a stimulus, though not effective for new companies with low cash flow or zero profits. Tariffs, such as items 69605-1 and 69610-1 on equipment or chemicals will only trap Canadian R & D performers in the limited Canadian market.

It is the status quo or worse for government-sponsored research. Most budgets are constrained within overall government expenditure growth, which reflects a loss of purchasing power using any realistic science deflator.

Long-Term Prospects

The government will shortly set out how it intends to encourage R & D expenditures to reach 1.5 per cent of GNP, but the target year will now be 1985 rather than 1983. (Current levels are about 0.9 per cent). The stated goal, if achieved, would move us very little up the comparative scales of western developed nations. Only Italy would fall behind us, and only if it does not increase its R & D in the interval.

The plans of the granting councils and of the National Research Council appear to be in a permanent limbo. Approved or not, they are subject to the annual whims of Parliament, their expenditures vulnerable as non-statutory items having no immediate (electoral) benefit.

In the light of these preliminary results we have embarked upon a new four-part programme to keep our concerns before government and the press:

- Opposition parties will continue to be supplied with material for questions and opposition day debates on R & D. Answers will be provided for the government benches if requested.

- A massive response to budget allocations is being prepared for March, but will be called off if at least the purchasing power of research council budgets is maintained.

- Senior bureaucrats and some newspaper editors are to be included in the next "routine" round of lobbying in the fall of 1981. M.P.'s will be approached in their own tidings by constituents who are researchers.

- Press conferences or releases will be issued on any major development.

Dr. Cowan is President of the Canadian Federation of Biological Sciences.

Court quashes tenure decision

A women's studies expert was denied natural justice when she lost her job at McMaster University in Hamilton, the Supreme Court of Ontario ruled Jan. 7. It ordered the university to give Marylee Stephenson a new tenure hearing.

Dr. Stephenson lost her position as a professor of sociology at McMaster in 1979 when she was denied tenure after a 10-day review hearing by a three-member university committee. While praising her for the quality of her teaching and her pioneering work in women's studies in Canada, the committee concluded that Dr. Stephenson's scholarly research was inadequate and she should not be granted tenure.

The court quashed the university's decision yesterday because of secret communications that took place between the review committee and the faculty committee whose decision the review committee was reconsidering.

The review committee had reached the

preliminary conclusion after hearing all the evidence that Dr. Stephenson should be granted tenure. This was communicated to the faculty committee which responded with a letter that said the decision would have "devastating" academic consequences and urged the review committee to reconsider it. After receiving this confidential communication, the review committee decided to deny Dr. Stephenson tenure.

John Evens, a lawyer representing the university, said the hearings had been substantially fair and it would be difficult for any administrative body to conduct such hearings if lawyers later go over their proceedings with a fine-toothed comb.

Mr. Justice O'Leary, Mr. Justice Wilfred Dupont and Mr. Justice Allen Linden ruled that it appeared that the secret communication affected the final decision and that Dr. Stephenson is entitled to another review by a differently constituted university committee.

Court rules tenure committee unfair to Paine

By Victor W. Sim

The Academic community is assessing the far-reaching implications of a decision of the Divisional Court of Ontario which found that Professor Anthony Paine was unfairly treated when a colleague, known to oppose the granting of tenure to Professor Paine, was appointed to the Tenure Committee which considered his application.

The three-member court set aside a 1975 Tenure Committee decision to deny tenure to Paine, an Assistant Professor and studio artist in the Department of Fine Arts at the University of Toronto. The effect of the decision is that he is still a probationary member of faculty and is entitled to back salary from the date of the termination of his appointment and reconsideration for tenure. The decision is authority for the view that university committees responsible for tenure, and presumably other academic status matters, must operate under procedures which ensure natural justice.

Of greater significance for faculty members across the country is the view of the Court that since decisions made by university tenure and promotion committees affecting the careers of faculty members are governed by university statutes they are entitled to judicial (court) review of these decisions. This ruling appears to establish that faculty appointments have some of the characteristics of public offices and those holding them are entitled to seek administrative law remedies for disputes with their universities.

Until now, though earlier judgements conflicted, it seemed that faculty members in non-unionized Canadian universities were entitled only to sue for breach of contract if they felt that they had been unfairly treated. Success in such cases could provide only an award in damages as a remedy.

Paine was considered for tenure in 1974-75 under the "Haist rules" at the University. When his application was denied by the Tenure Committee and by the Tenure Appeals Committee, his appointment terminated in June, 1976.

As part of the tenure review process all tenured members of the Department of Fine Arts were asked to submit a written assessment of Paine. One of the tenured members, "Referee A", indicated that

Paine should never be granted tenure. When the seven member Tenure Committee was subsequently appointed "Referee A" was invited to serve.

Paine appealed the negative Tenure Committee recommendation to the Tenure Appeals Committee alleging, among other procedural deficiencies, that the appointment of "Referee A" introduced a bias to the Tenure Committee. The Tenure Appeals Committee rejected the appeal but reconsidered the case at the request of the University Ombudsman. It again reached a negative decision.

The Appeals Committee reviewed the case a third time following the intervention of the CAUT Academic Freedom and Tenure Committee and when it did not alter its view Professor Paine went to court. He was represented by Mr. Jeffrey Sack of Toronto.

The University counsel took the view that the Tenure Committee and the Tenure Appeals Committee are not statutory bodies and that the Court had no authority to review committee recommendations. It was contended that peer review committees functioned at the discretion of the University and not expressly under the statute.

The Court decided that the President of the University did exercise a statutory power to decide whether to award or deny tenure on the basis of recommendations to him but that such a decision is reviewable by the courts.

The Court concluded "...the one overwhelming consideration which points to procedural unfairness is the fact that, with prior knowledge of the views that he had previously expressed, the Chairman of the Tenure Committee appointed to it a tenured senior member of the Department of Fine Arts who had submitted a thoroughly negative assessment of Mr. Paine's merits as an instructor and artist concluding with a statement...that Mr. Paine was not acceptable for tenure".

The Court said that Paine's subsequent appeal hearings did not cure the defects of the Tenure Committee hearing because there was no *de novo* hearing on fresh information.

The University of Toronto is appealing the decision.

CERTIFICATE OF STUDIES IN CANADIAN LAW

Applications are invited for admission to the programme leading to the Certificate of Studies in Canadian Law from persons who are not lawyers, but who wish to learn something about the Canadian legal system.

The programme involves participation in regular law school courses and seminars chosen with a view to meeting the needs of each applicant. Opportunity will be afforded members of the programme for contact with the law school faculty.

A small amount of financial assistance may be made available, but essentially members of the programme will have to be self-supporting.

For further information, please contact:

Graduate Programme in Law
Ogoode Hall Law School
York University
4700 Keele Street
Downsview, Ontario M3J 2R5
Telephone: (416) 667-6371

Supreme Court set standard of fairness in Kane case

By Victor W. Sim

A judgement of the Supreme Court of Canada in a case at the University of British Columbia has further entrenched the right of faculty members to natural justice when university administrations make decisions affecting their academic status.

The Court in a six to one decision quashed a July 1977 decision of the UBC Board of Governors imposing a three-month suspension without pay on Professor Julius Kane for using university computer facilities for personal purposes.

The Court reversed lower court rulings which supported the action of the Board. Costs were awarded to Professor Kane, a tenured faculty member.

As a result of accusations that he had improperly used university computer facilities and had used federal grant funds for purposes unrelated to his research, the Deans of Graduate Studies and Science recommended that Kane be dismissed. Following an investigation by university President Douglas T. Kenny, which partially exonerated Kane, the Deans recommended, instead, that he be suspended. The President accepted this recommendation and suspended Kane for three months without pay.

Kane appealed to the Board, as he was entitled to do under section 58(3) of the B.C. Universities Act. The matter was considered by the Board at a regular meeting attended by the President who is a member by statute. Kane and his counsel were heard by the Board. The President responded at the meeting to questions put by the Board but took no other part in the hearing. Kane and his counsel withdrew from the meeting and, following a dinner adjournment, the Board deliberated on the case. The President, though he did not take part in the debate after dinner, responded again to questions asked by the Board members. The Board upheld the suspension and ordered that Kane recompense the University for all sums owing as a result of the improper use of the computer.

Kane sought to have the Board decision quashed. The B.C. Supreme Court upheld the decision holding that the President was entitled by statute to attend and participate in the meeting and was not, in any event, Kane's accuser or prosecutor. The court held it was no violation of natural justice for the President to participate in the decision as he had. The judge of the B.C. Supreme Court held that the Legislature in directing the President to attend regular Board meetings had accepted the fact that the President would make decisions such as that in the Kane case and would also sit on the Board when it heard appeals from such decisions. This judgement was upheld by the B.C. Court of Appeals in a majority

decision.

Mr. Justice R. G. Brian Dickson, for the majority of the Supreme Court of Canada, recognized the autonomy of the Board and acknowledged that it is not bound by strict rules of courtroom procedure. He held, however, that the rules of natural justice must be observed. He found that a tribunal, such as the Board of Governors acting in a quasi-judicial capacity, must not hold private interviews with witnesses or hear evidence in the absence of the party whose conduct is under review. He expressed the opinion that there must be a fair opportunity to "correct or contradict" views expressed about the party.

Dickson held that the Board was under an obligation to postpone further discussion on the case until Kane was present or had been made aware of the facts presented to the Board by the President. The Court made no judgement as to whether those facts did influence the Board's decision, only that they might have done.

Mr. Justice R. Ritchie, in a dissenting opinion held that Kane had been given a full opportunity to present his case and to answer all allegations against him. He said, "I think it to be a fair inference that all relevant facts having to do with the plight of the appellant would have been canvassed by... these witnesses...". He also placed importance on the fact that the President, while presenting facts to the Board at the after-dinner session at which Kane and his counsel were absent, did not take part in a discussion of the merits of the appeal. Mr. Justice Ritchie said that the fact that the President had provided the Board with information in Kane's absence "... is too slender a thread upon which to support an accusation of such gravity against men of presumed integrity". In Mr. Justice Ritchie's view there must be a presumption that men of good faith have acted properly in circumstances such as those of the Kane case. For these reasons he would have dismissed the appeal.

The decision to quash the Board endorsement of the President's suspension of Kane, significant though it is for the Canadian academic community, may prove a hollow victory for Kane who must again appeal to the Board of Governors the suspension imposed by the President. There is some possibility that the changed membership on the Board will result in a different outcome.

There is also concern at UBC that the Board of Governors is not the appropriate body to consider appeals against decisions to suspend faculty members. Most other recommendations and decisions on academic status matters at the University are made by bodies constituted under the special plan collective agreement which is in effect.

TAX TIPS

by Touche Ross & Co.

Registered Retirement Savings Plans

The deadline for making contributions to a registered retirement savings plan (RRSP) for a 1980 tax deduction is rapidly approaching.

You will have some familiarity with the rules of the RRSP game through the massive advertising campaigns that have bombarded us since January, but a review may assist you in wading through the various brochures and the rules they set out for you.

This article will explain the general rules surrounding the amount of a contribution you can make to your RRSP, how a spousal RRSP works, how to finance your RRSP contribution, why to shop around for your plan and how to withdraw your money out of an RRSP. The article will not discuss the special rollover of pensions and other amounts into an RRSP.

Contributions and Deductions

The maximum allowable deduction for RRSP contributions is the lesser of \$5,500 and 20 per cent of earned income. This limit will generally apply to a self-employed individual or an employee where a registered pension plan (RPP) is not available. If you are a member of an RPP, the limit is calculated by taking the lesser of \$3,500 and 20 per cent of earned income and deducting from that amount all of your contribution for the year to the RPP.

To determine the amount of your contribution to the RPP you simply aggregate all your contributions during the year to your employer's plan. There are three possible types of RPP contributions you can make — namely, those in respect of current service, past service while you were a member of the plan, and past service while you were not a member of the plan.

Because of special rules, teachers may contribute each year as much as \$7,000 into an RPP, \$3,500 each for current and past service. If you contribute to an RPP and have also contributed to an RRSP for the same year, the RRSP contribution will have no effect on your deduction for the RPP contributions. However, if you contribute \$3,500 or more to the RPP you will not be able to deduct for that year any of the RRSP contributions.

If you are in an RPP some examples of the foregoing rules are:

Earned income	\$ 15,000	20,000	25,000	30,000
Lesser of 20% thereof or \$3,500	3,000	3,500	3,500	3,500
Aggregate RPP contributions	1,000	nil	3,500	7,000
Maximum deductible RRSP contributions	2,000	3,500	nil	nil

An RRSP contribution deducted in 1980 would not preclude you from making a past service contribution to the RPP in respect of 1980 at some point in the future.

An important check before making your RRSP contribution is to calculate 20 per cent of your earned income. Earned income is a defined term in the Income Tax Act. Generally it includes your salary of wages, pension benefits and retiring allowances received, royalties in respect of a work or invention if you are the author or inventor, alimony or maintenance payments received if they are taxable, net business income and net rental income from real property. The taxable portion of a research grant is not considered salary or wages and therefore would not be included in this calculation. Basically, salary and wages is the amount that appears in Box C of the T4 earnings summary you receive from your employer, less the deduction allowed for employment expenses and unemployment insurance.

RRSP deductions may be claimed for contributions made in the year or within 60 days after the end of the year. One reason for making a contribution in those first 60 days of the following year is that if you contribute an amount in excess of your allowable deduction, you can carry this excess forward and claim it as a deduction on your next year's tax return, subject to the contribution limits for that year. If you are in this situation a simple statement such as follows should be included with your tax return to explain your RRSP deduction and carry forward amount:

Contributions in the first 60 days of 1980, not deducted from 1979 income	\$ 500
Contributions during the balance of 1980	0
Contributions during the first 60 days of 1981	3,500
Total contributions available	4,000
R.R.S.P. deduction for 1980	3,500
Portion of contributions in the first 60 days of 1981 not deducted in 1980 available to claim for 1981	\$ 500

Nova Scotia Confederation of University Faculty Associations EXECUTIVE DIRECTOR

An EXECUTIVE DIRECTOR is required to continue the development of relations with government and its advisory committees; communication with the public through the media; and the provision of services to and liaison with the nine constituent faculty associations. The director carries out the policy decisions of the N.S.C.U.F.A. Council and Executive, edits the newsletter and coordinates committee activities. These duties will require some travelling out of Halifax.

The candidate should have appropriate experience in university affairs, other professional associations or trade unions. She or he should be able to communicate well and to collect, analyse and report statistical material. It would be an advantage to be bilingual and to be familiar with labour law and trade union procedures (including collective bargaining).

Duties begin on April 1, 1981 or as soon thereafter as possible. Salary, benefits and other terms of employment will be negotiated in the light of the candidate's experience. Send applications with an up-to-date curriculum vitae and the names of at least three referees to: Dr. R. Rodger, Chair, Search Committee, c/o NSCUFA/CAPUNE, 1529 Dresden Row, Suite 7, Halifax, N.S. B3J 2K3.

Be careful not to contribute in excess of \$5,500 in any year to an RRSP as the excess over \$5,500 can attract a 1 per cent per month penalty tax until refunded. Receipt of the excess contribution over \$5,500 will be taxed as income to you. If you have contributed \$5,500 or less to an RRSP and cannot deduct all of it there is no 1 per cent penalty. Also, you may secure a refund of this latter excess within certain time limits and the refund will not be taxed to you. Form T3012 is used to secure a refund of the latter type of excess contribution and may be secured at your District Taxation Office.

Spousal Plan

RRSP's may also be used as a method of splitting income with your spouse. You can contribute to an RRSP under which your spouse is the beneficiary (spousal RRSP). This type of plan entitles you to take the deduction for your contribution, whereas your spouse has legal entitlement to the proceeds of the plan. The aggregate RRSP deduction limit is the same whether you contribute to your own RRSP, to a spousal RRSP or to both.

This route can be particularly attractive if your spouse's income level is lower than your own. If the spousal RRSP is collapsed, your spouse will pay tax at a lower rate on the proceeds and as a result the family unit is left with more disposable income. However, if your spouse cashes in part or all of a spousal RRSP the proceeds will be taxed in your hands to the extent that you claimed deductions for contributions to the plan for the current and preceding two years. Therefore if you are planning to collapse a spousal RRSP, ensure you have not deducted contributions to the plan in those years.

Amounts received as retirement income from a matured RRSP after age 65 qualify for the \$1,000 pension deduction. Thus if your spouse will have no pension income, other than the Canada/Quebec Pension Plan or Old Age Security, you can produce tax exempt pension income by investing in a spousal RRSP.

Borrowing for an RRSP

A key point in tax planning is to ensure that, if feasible, funds are borrowed so that the related interest costs are tax deductible.

Interest on money borrowed to contribute to an RRSP under which you are the beneficiary is deductible for tax purposes. If you have cash available which you are planning to contribute to your own RRSP and also have outstanding debts on which the interest is non-deductible (e.g. car loan, mortgage on your house), you should consider using the available cash to pay down your non-deductible borrowings and then borrow for your RRSP. Unfortunately, interest on funds borrowed by you for a contribution to a spousal plan is not tax deductible.

Choosing a Plan

During January and February each year it is impossible to miss the multitude of advertisements by RRSP issuers, such as chartered banks, insurance companies, trust companies, and mutual funds. There are various types of investments offered with various rates of return, fees and services associated. It is wise to shop around, using your personal views and goals to select which type of investment you want for your RRSP contribution and to find the best deal offered for that type of investment. You are not bound to deal with one plan issuer. You can have any number of plans with various issuers, though the fewer the number, obviously the easier it is for you to keep track of your accumulated RRSP holdings when planning your retirement income needs. You can even transfer funds from one type of investment, or issuer, to another, though care should be taken to ensure the paper work and transfer of funds is done properly.

Withdrawal from an RRSP

There are various ways to get your money out of your RRSP. Up to age 60 you may cash in the RRSP and pay tax on the proceeds, after that you have the choice of either withdrawing the funds and paying tax, or purchasing one of, or any combination, of three plans: a fixed term annuity, a life annuity, or a special plan called a Registered Retirement Income Fund (RRIF). Once you have acquired one or more of these three plans you cannot change them. If you wish to withdraw and pay tax on part of the funds in an RRSP prior to the plan maturing, this can be done. Care should be taken to explain to the carrier of the RRSP that you only wish to withdraw part. If you do cash it all in, it will be taxed to you but you will only be able to deduct a re-contribution within normal limits.

If you do not cash in your RRSP and choose one or more of the three alternatives for retirement income you should compare the various amounts and the payment pattern of the income to be received out of these when deciding how to mature your RRSP. The timing and amounts of other sources of retirement income naturally would be a factor in your decision. You are required to cash in or buy one or more of the three retirement plans before the end of the year in which you turn seventy-one.

BRANDON UNIVERSITY DIRECTOR, SCHOOL OF MUSIC

September 1, 1981

Applications and nominations are invited for the position of Director of the School of Music. The successful candidate will be offered a five year appointment with an option for renewal. Salary and academic rank will be commensurate with experience and qualifications.

In addition to three undergraduate degrees, the School of Music offers graduate programs at the Master's Level in Applied Piano, Applied Violin and Music Education and consists of 16 full-time and 4 part-time faculty members.

Applicants or nominees must have strong leadership abilities and an established musical reputation. Previous administrative experience is desirable. Applications (accompanied by the names of three references) and nominations should be forwarded by March 1, 1981 to:

Dr. H. J. Perkins, President
Brandon University
Brandon, Manitoba
R7A 6A9

BARGAINING TALK NÉGOCIATIONS

by: Ronald C. Levesque, Associate Executive Secretary,
Collective Bargaining & Economic Benefits

A New Brunswick Conciliation Board issued its report on the dispute over salaries between the U.N.B. Faculty Association and the Board of Governors. The Conciliation Board's report was accepted by the parties as binding. The report calls for an 8 per cent economic adjustment to scale both for 1979-80 and 80-81. It also includes annual increments of \$1,011 and \$1,142 respectively for the two year period. The agreement runs to June 30, 1981.

St. Thomas More ratified its Collective Agreement; the agreement calls for members to receive an increase of 8.2 per cent of their rank floor as well as a career development increment. It also provides a \$200 professional development allowance. The University of Winnipeg which has just completed a successful sign-up campaign for certification, will receive the following salary settlement for 1980-81: 6.3 per cent (approximately) scale increase and 1.87 per cent for career progress. A catch-up component of 1.34 per cent was also part of the package. Scale increases at Regina have been increased for 1980-81 by 8.6 per cent for faculty and laboratory instructors and 10 per cent for librarians. Full professors will also receive an additional \$850 and instructors a further \$400. The accountable allowance for academic staff will be \$300 for 1980-81.

Of interest to faculty who have claimed that they are self-employed are two recent Tax Review Board cases. In both Haynes vs. MNR (80 DTC 1510) and Hecht vs. MNR (80 DTC 1438) the teachers involved claimed they were self-employed and as such were entitled to claim deductions in respect of expenses incurred in the performance of their duties. The Minister held in both cases that they were in fact employees of the universities by virtue of the fact that the university retained the right to supervise the teachers. As employees the taxpayers were not entitled to deduct their teaching expenses.

The decision of the Ontario Divisional Court in Toronto Hydro-Electric System vs. CUPE, local 1 appears to have some important implications for grievance procedures included in fourth collection agreements. The CUPE Agreement provided that no employee could be disciplined or discharged without just and sufficient cause and included a grievance and arbitration procedure to handle disagreements between the parties. On the question of dismissal, however, the Agreement limited probationary employees' access to these procedures. An arbitrator ruled, that this clause did not prevent the dismissal being arbitrated. The employer subsequently sought judicial review of this decision.

The Divisional Court upheld the arbitrator; the Agreement gave probationary employees a substantive right to have their employment terminated only for just and sufficient cause. As Section 37 (1) of the Ontario Labour Relations Act requires final and binding settlement by arbitrations of all differences between the parties, any provision of an Agreement purporting to limit access to arbitration procedures was void.

The Court stated that given Section 37 (1) "it is not open to the parties to agree to withdraw from the arbitration process anything which can be defined as a 'difference'". Moreover, the Court stated that "the parties cannot define what is a difference: it is the statutory meaning of the term which must prevail".

It is difficult to know now what the exact impact on faculty Collective Agreements will be. The difficulty is caused in part by the variety of provisions in the Agreements themselves; for example, some limit access to arbitration on academic status matters to question procedural defects and/or violations of academic freedom and non-discrimination clauses. Others allow joint grievance committees to make final and binding decisions in certain cases. Further difficulty is caused by differences in the statutory provisions of the provincial labour relations acts; some are like Ontario's, others provide that differences must be settled by arbitration or "otherwise".

The issue of whether access to arbitration can be denied or limited in the case of certain specified "differences" or "disputes" between the parties is especially important to faculty. Our agreements, unlike those of other unions, often included several appeal or grievance procedures for different types of "disputes". In jurisdictions which provide for arbitration or "otherwise", is the "otherwise" satisfied by current provisions? Only further interpretation by arbitrators and the courts will tell.



QUEEN'S UNIVERSITY FACULTY OF MEDICINE

SCHOOL OF REHABILITATION THERAPY HEAD, DIVISION OF OCCUPATIONAL THERAPY

Applications are invited for the position of Head of the Division of Occupational Therapy in the School of Rehabilitation Therapy, which becomes available on 1 July, 1981. The successful applicant will be expected to provide academic and professional leadership to the Division. In addition to performing teaching and research functions. Candidates should be occupational therapists eligible for membership in C.A.O.T., who hold a master's or doctoral degree, and who have previous experience in teaching and administration.

Salary and rank negotiable. Candidates of both sexes are equally encouraged to apply.

Applications, together with curriculum vitae and the names of three referees should be submitted before March 1, 1981 to: Mr. B. Pickles, Director, School of Rehabilitation Therapy, Faculty of Medicine, Queen's University, Kingston, Ontario, K7L 3N6, Telephone: (613) 547-3232.

RELIGIOUS STUDIES INSTRUCTOR

Applications are invited for an Instructor to teach Intercession, May 4 - June 17, 1981, and Summer Session, July 2 - August 5, 1981 for the following course:

First Year Level Introductory Course in the Bible (Ph.D. in Biblical Languages and Literature with contemporary hermeneutical principles preferred);

Salary is pending upon Union negotiations.

Please submit application with Curriculum Vitae and the names of three referees to:

Mr. Donald E. Ayre
Secretary of the University
Lakehead University
Thunder Bay, Ontario P7B 5E1

Lakehead University

UNIVERSITY OF BRITISH COLUMBIA SCHOOL OF NURSING

Applications are invited for teaching positions open in July, 1981. Minimum of Master's degree in Nursing required as well as experience in clinical field. Candidates must be eligible for registration in B.C. Salary and rank dependent on experience and qualifications.

The School of Nursing offers a four year B.S.N. program, a two-year M.S.N. program, and a two-year B.S.N. program for Registered Nurses.

Send resumes to:



Dr. Marilyn Willman
Director, School of Nursing
University of British Columbia
2194 Health Services Mall,
Vancouver, B.C. V6T 1W5

THE HEALTH SCIENCES CENTRE and the

UNIVERSITY OF MANITOBA

invite applications for the following position:

HEAD OF SECTION OF NEUROSURGERY

in the Department of Surgery, University of Manitoba and in the Health Sciences Centre.

The successful applicant will be Director of the Neurosurgery Residency Training Program and be responsible for Undergraduate Teaching.

Applicants must have expertise in teaching, research, patient care and administration.

The salary of the geographical full-time position can be supplemented with private practice income.

The position is open to both men and women.

Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application are especially encouraged to apply.

Applications including a complete Curriculum Vitae and names of three referees should be sent within 30 days from day of first advertisement to:

A. R. Downs, M.D., Professor and Head
Department of Surgery, University of Manitoba
Surgeon-in-Chief, Health Sciences Centre
Health Sciences Centre, GC 401
700 William Avenue, Winnipeg, Manitoba R3E 0Z3

Is tenure a threat to academic freedom?

Merit has little to do with lifetime admission to the academic club.

by David Koulack and
David Ball

Far from being a guarantee of academic freedom, the institution of tenure is a subtle and pervasive threat to freedom of the self in academe.

Many professors see tenure in the university as providing an important umbrella of security, designed, in large part, to preserve "academic freedom." The underlying premise of tenure is that those engaged in the pursuit of truth and knowledge, and who have the responsibility of developing and disseminating thoughts and ideas, should be free from the fear of reprisals (specifically fear of the loss of a job) if the ideas they develop happen to run counter to prevalent values and norms.

Tenure, at least for those who have it, is not merely a lifetime guarantee of employment; it is the affirmation of their right to work regardless of their political leanings, idiosyncracies, social manner, or the nature of their thoughts. Since it frees the individual from the threat of severe economic sanctions, tenure might be conceived of as an inducement to members of the academic community to engage in a free and uninhibited exchange of ideas.

If this were how tenure really functioned, we would argue that such an important protection of basic rights should be applied to all walks of life and not just to the teaching profession. In actual practice, however, far from providing an umbrella of non-discriminatory security, tenure has often been used as a tool for muzzling or eliminating dissent, and, ultimately, for establishing a club of like-minded and like-styled academics.

There are also various kinds of sanctions used by administrative bodies to keep dissenting faculty in check: reduction in pay raises (which in times of inflation is tantamount to a pay cut), increased teaching loads, refusal to grant promotion, refusal to grant permission to travel or to make travel funds available, refusal to underwrite research, reduction in laboratory space, and other measures within their power.

Simply firing dissenting tenured faculty is probably much commoner than is usually thought. The AAUP officially reported and investigated over 200 cases from 1916 to 1970, and there is a consensus that these cases represent a very small tip of the iceberg. There is also a consensus, among researchers who have quite different attitudes about the problem itself, that those dismissed were not meritorious or incompetent but "unorthodox" or "difficult" or "tactless" — in other words, non-conforming employees of the university.

While these facts are revealing, they can be seen as mere flaws or shortcomings in the tenure system. We believe that the very existence of this system results in repression rather than freedom and in fear rather than security. A hard look at the institution of tenure, and particularly at the manner in which it is granted, suggests that it serves as an agent which the employer can use to manipulate the employee.

The first way it does this is by creating the

illusion that the tenured employee has important, reasoned, professional input into the development and structure of the university.

This illusion is created in spite of the fact that tenure decisions are likely to be made within constraints defined by the employer. It is an illusion because nearly all basic decisions about the functioning and future of the university are made by the employer not the employee. That the nature of the tenured employees' minimal input is "reasoned" and "professional" is another illusion, as we shall see.

Under the tenure system, the new employee is first given a probationary term,

and the ability to do with high skill the work of a teacher; that is, to play effectively the role of the teacher in the process of learning."

The failure of even the most energetic attempts to describe and define good teaching has been neatly diagnosed by Harry Broudy:

"In one sense (the definition of good teaching) is not elusive at all. You can define good teaching any way you like. Simply take any outcome, process, or quality that seems desirable, and then define good teaching as whatever something called a teacher does to bring

"excellence" will be extremely important when the time arrives for the tenured staff to convene and make decisions about the future of the young people who have finished their probationary terms — or, as is often the case, when the Department Chairperson or Dean communes with him/herself to make his/her decision in the solitude of his/her office. Before the tenure committee (or Chair or Dean) has even begun to consider the candidates, it has often been told by the administration of budgeting restrictions which will determine how many of them can be tenured and in some cases who cannot be tenured. The remainder will theoretically be examined in the light of the criteria of "competence" or "excellence" in teaching, research, and administrative service.

What actually happens is quite different. As Lionel Lewis and other researchers have convincingly shown, the "evidence" adduced to support any decision is generally pure hearsay, or simply absent. In most cases, classroom teaching is "evaluated" without ever having seen a class and student course critiques are rarely read.

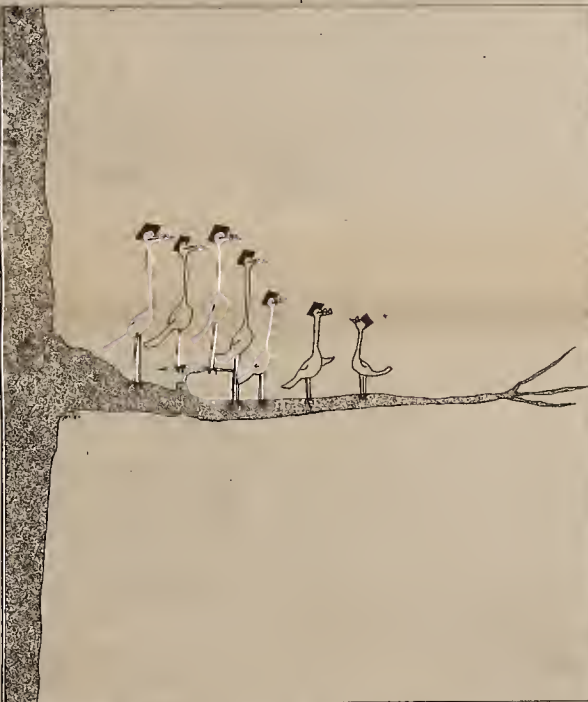
But how could it be otherwise? Professor Jones' conception of "excellent" teaching is quite different from Professor Smith's: Professor Johnson has yet to agree with Professor Jensen about the value of certain kinds of research; Professor Doe feels that the recent work of the Faculty Planning Committee has been splendid; Professor Roe feels it has been dismal. If the Department is a well-functioning one, the tenured professors will realize that this is hardly the time or place to thrash these issues out because they involve basic theoretical questions which can probably never be resolved.

What really will be discussed is whether or not the candidate is someone Professor Jones, et al, would like to have as a colleague for the rest of their working lives. It is their feelings about whether or not the candidate would make a satisfactory addition to their academic club which will lead them, if not to comment openly on how they feel about the person (or the spouse) of the candidate, at least to convert the impossible analysis of "excellence" in teaching, research, and service into fuzzy general affirmations of the candidate's "excellence" (or deplorable lack thereof) in these fields.

Academic merit — however defined — has in reality little to do with lifetime admission to the academic club. Other qualities — particularly a nice pliant personality and the right social origins — are much more helpful. A free mind is the last thing a candidate would want.

The stated rationales for many tenure decisions we have encountered are so silly that the obvious conclusion is that the personal likes and dislikes of the tenured faculty played an important role in the final outcome. For example, a recent decision to deny tenure to a faculty member at the University of Manitoba was accompanied by the explanation that he was not "suitable". This was in spite of the fact that both undergraduate and graduate students found him an excellent teacher (many had written letters in his behalf), he had a better than average research history for that department, and had served on a number of departmental committees.

Reservations about a candidate under discussion at Smith College were, "I'm not sure I really know Charles" (research, teaching, and service were there to be "known" — what could the tenured professor have had



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during which he or she is expected to demonstrate "competence" or better still "excellence" as an academic. Unfortunately, nobody is quite sure what "competence" or "excellence" mean, particularly when these terms are applied to the trinity of criteria for tenure and promotion: teaching, research, and administrative duties. There is at present no reliable definition of what constitutes satisfactory teaching, good research or adequate administrative performance.

As far as teaching is concerned, the considerable literature devoted to quality in higher education sometimes admits this frankly: "teaching... lacks a uniform standard by which competence can be gauged." Or, one finds the resounding tautologies that writers on education seem to relish: "Excellence in teaching means the incarna-

tion about efficiently. Even a cursory fishing in the literature will net such definitions by the dozen. Good teaching has been defined as what the "teacher" does to produce inspired pupils, excited pupils, interested pupils, creative pupils; pupils who are good citizens, who can read, do arithmetic problems and write grammatical English essays. Among other desiderata used to define good teaching are critical thinking, subject matter mastery, ideals, love of freedom, respect for law and order, universal brotherhood, various attributes of character, a love of learning and a devotion to the arts. I am sure one can add another hat full of items to this list."

The vague, highly subjective nature of the notion of "competence" or

Prof. Koulack is with the Department of Psychology at the University of Manitoba and Prof. Ball is with the Department of French Language and Literature at Smith College. Both have tenure. The authors obviously take positions which are not supported in CAUT guidelines. A comment on the article will appear in the next issue of the Bulletin.

in mind?). Still another candidate at the University of Manitoba came up against the probing query, "Isn't he a bit of a queer duck?"

Recently, a department in the Faculty of Arts at the University of Manitoba denied tenure to an individual who had a number of publications in widely approved journals even though the year before they had granted tenure to an individual with no publications. Their rationale was that they felt the unpublished person would "ultimately publish" whereas the published candidate had not published "acceptable" material.

Most academics could add, from their personal experience, examples of similar candidate evaluations and post hoc rationalizations for tenure decisions. Such statements really suggest that the candidates were not found suitable for membership in the academic club — often because the threat of losing employment had not been sufficient to bring a freeheeling, untenured teacher into line. Also implied here is the feeling that if this ultimate threat was not sufficient to shape behavior, none of the other controls available would be likely to work.

This concern with controlling the behavior of the teaching staff is openly stated, with a frankness rare in academia, in a recent directive concerning the appointment of Adjunct Professors to the psychology department at the University of Manitoba. Since Adjunct Professors are not eligible for tenure, other means of control will come into play. But the underlying principles of the directive are the same as those applied to candidates seeking tenure, as is the studied vagueness of the definitions of what constitutes adequate behavior:

"The level of criterion performance (sic) required for appointment as Adjunct Professor is greater than what we may require of our own staff on first appointment... We will not have the opportunity to shape their behavior via the application of reinforcers such as salaries, research space or promotions... Some previous research publications are expected of the potential Adjunct Professor and should be presented as evidence along with his curriculum vita. The appropriate number and quality shall be determined by the Advisory Committee and may well vary from applicant to applicant depending on his/her area or other reasons." (Emphasis ours).

If this kind of reasoning is disturbing to us, it must seem mind-boggling to the young Ph.D. longing for tenure at the end of his/her probationary term. For such a person, rational, self-preserving behavior must be cautious rather than exploring, acquiescent rather than questioning — in short, mediocre rather than excellent. The probationary appointee will suppress any desire to be innovative in thinking, teaching, or research in order not to risk puzzling, startling or offending senior colleagues. Thus the candidate might choose to use well-worn styles and strategies of teaching to insure that his/her ratings will be satisfactory, even if the candidate feels that other ways of teaching the course might be better.

In research, the candidate will be best off devising a few simple projects that are likely to be readily funded (in the sciences) and that have a good chance of being published, rather than engaging in more exciting long-term projects which have a higher risk of failure. And when serving on faculty committees, the candidate's best strategy is to vote with the majority, generally to remain silent during discussions, and to take on the menial time-consuming tasks that nobody else wants to do. New members are thus initiated into the academic club, and its style — intellectual, social, educational — remains smoothly the same.

While all these deficiencies and dangers of the tenure system have existed ever since tenure came into existence, their effects become more pronounced as universities

face increasing economic difficulties. The academic job market is shrinking. Academics have lost their mobility, and the need to gain tenure is more urgent than it once was. At the same time, it seems to be in the interests of the tenured staff and the administration to maintain a constant pool of untenured staff.

In times of economic crisis it is relatively easy to fire untenured staff, but getting rid of tenured faculty is much more difficult. The untenured body of teachers can be manipulated according to the needs and financial capabilities of the institution. More people will be hired when finances are better and more fired in tighter times. The tenured faculty, for their part, can use the untenured staff as a protective cushion against cutbacks by the administration. If finances dictate a cut in staff, it is always the untenured people who will be fired first.

In the past, each department had some natural attrition — not so much from retirement or death, but as a result of academics moving from one place to another, seeking a better job or wishing to work with particular people in their field. New people were then hired to fill the resulting vacancies as well as the new needs of expanding departments. Naturally, most of those new people were untenured.

Today, the situation is quite different. There is very little mobility and almost no expansion. The ranks of the untenured are purposefully, artificially inflated, either by giving new employees one-year terminal contracts or by refusing tenure to people who have completed the probationary period, thus maintaining that position for a new, untenured person.

There are no simple solutions to the economic problems confronting universities. However, there are certainly better, more open procedures for handling the hiring and firing of academics — procedures which might even result in a real measure of personal and ideological freedom in the academic world. Here are a few suggestions:

Obligations, expectations, and evolution criteria for any job will be stated as precisely as possible. If the employee meets these expectations, he/she will be retained. If the employer can show that the employer has not met these expectations, the employee can be released.

Note that it is not up to the employee to prove his/her "excellence" (a fine way, as we have seen of encouraging standard applications to the academic club); rather it is up to the employer to show that the employer was not fulfilling agreed-upon obligations. These criteria will, of course, vary greatly from job to job and from institution to institution. If the employers decide that for a particular job, they want a minimum of one book and three articles every four years, let them say so in advance. If teaching is considered more important than publication, this too should be stated.

The methods by which the employee's work is to be evaluated will be stated as precisely as possible.

Such methods will be designed to correct the very natural personal preferences (or preference for persons) of senior colleagues.

For example, if "quality" in publication has been designated as a more desirable than quantity, it should not be enough for Professor Smith, who finds young Professor Jones "agreeable" or "delightful" (words that recur constantly in the letters of recommendation analyzed by Lewis) to opine that Jones' work is "top quality". Nor should Professor Doe, irritated by Jones' "abrasive personality", be permitted merely to pronounce his work of "inferior quality". Published work should be judged by experts in the field from outside the candidate's institution.

In the evaluation of teaching, if classroom visitation is a lot better than vague hearsay or personal "impressions" — especially the impressions of one Chair or Dean — this too should be weighed against carefully constructed student course critiques. Outside evaluators of classroom teaching might also prove useful.

The above recommendations will apply to all employees.

"Tenure" as such is abolished, although job security is not. This might have the effect of ensuring that the criteria for holding any position remain reasonable.

It is hard to imagine many tenured professors enthusiastically welcoming these proposals. They may even dismay those untenured academics who have been reading us, up to now, with recognition and approval. This is a tribute to the strength of the illusion that universities function differently than employers in other fields. It is true that the goal of the academic employer is not profit, but this does not mean that it is to further the ideals of Academe.

The basic goal of the university administrator, as Veblen saw long ago, is the maximization of institutional prestige. Administrators, in the university as elsewhere, also have the goal of maintaining or maximizing their own power. On the other hand, the real goals of senior academics are essentially similar to those of new employees: the creation of the best possible working conditions, including freedom of expression and job security.

An arrangement of the kind we propose, in which the administration is forced to define job expectations for all teachers,

would serve to strengthen the university as a whole. For one thing, newly hired faculty would no longer have to view their senior colleagues as potential instruments of destruction. As a result, it would be possible to have honest and open exchanges on all issues of concern in the university. The administration would be unable to use the tenured staff as agents for implementing policy. Consequently, policy changes would be more likely to stem from meaningful dialogue between the administration, the employees, and, we hope, the students.

It is clear that our suggestions have no chance of being adopted, and that even if they were, job security and freedom would still be empty dreams, in the absence of one pre-condition: collective bargaining (how else should "the administration be forced to define job expectations for all teachers"?). This means a strong faculty union. Paradoxically, we believe that the presence of this institution, traditionally one furthering employee solidarity in defence of bread-and-butter issues, would be far more conducive to the flowering of diversity and freedom for academics than the present insidiously repressive institution of tenure.

Thus we have a last, concrete conclusion for our colleagues: unionize!

LA TROBE UNIVERSITY

Melbourne, Australia

School of Behavioural Sciences

Senior Lecturers/Lecturers in the Department of Social Work

Three positions in the Department of Social Work, School of Behavioural Sciences, will become available early in 1981. Two of the positions require, as a primary responsibility, the teaching and supervision of research in both BSW (2nd degree course) program and at the Masters and Doctoral levels. The successful applicants would also be expected to teach in the areas of Social Policy, Community Development or Administration or in a specific field of Social Work Practice.

The third position is that of Co-ordinator of Research of the Human Resource Centre which is a unit of the Social Work Department. Among the research responsibilities associated with this position are designing and evaluating innovative direct practice designed to advance the state of the art. Practice demonstrations and the supervision of students is a related expectation. Program Evaluation and various types of contact research are also included within the activities of the Center. The successful applicant will have departmental teaching responsibilities in the areas of research and aspects of practice.

The successful applicants for the three positions will also be expected to assume other normal academic and professional responsibilities and to contribute to the development of knowledge and its dissemination by means of research and publications.

A basic professional qualification in social work is highly desirable although unusually strong applicants, with allied qualifications, may be considered. Other expectations include an advanced degree, scholarly achievements and experience in teaching/supervising research in university.

Two of the three positions are tenurable while one will be a fixed term appointment for a period of up to three years. The appointment level will be either the lecturer or senior lecturer level, depending upon the qualifications of the applicants and the availability of funds. It is anticipated that at least one and perhaps two of the positions will be filled at the senior lecturer level.

Lecturer Range: A\$17,739 - A\$23,303
Senior Lecturer Range: A\$23,801 - A\$27,741

Although two of the positions will become available in February 1981, one of the three positions will not become available until June 1981. Actual starting dates may be negotiated.

Initial enquiries may be directed to Professor Herb Blisno, Chairmen of the Social Work Department.

Ref. No. 150/51/13

Closing Date: 28 Feb., 1981

Applications marked confidential quoting reference number to the Staff Officer, La Trobe University, Bundoora, Victoria 3083, Melbourne, Australia, forwarding curriculum vitae and names of three referees.

Academic ranking belongs in the feudal past
along with title-revenues and vassal bond.

Cutting down the academic totem pole

by John McMurtry

Like the sea is to the fish, so is academic ranking to the scholar, the medium by which he lives and moves. Perhaps this is why the practice has never been analysed or challenged.

Academic ranking has been merely presupposed, assumed as given by the very nature of the university itself. Like the fish, the university seems impervious to any other possibility. This is ironic given the Academy's declared devotion to critical reflection. But however ironic, no scholar, so far as I know, has ever analyzed the value of academic ranking (AR) though it structures the course of every academic's career, and seems to be in contradiction with every other principle by which the academy conceives itself to be bound.

In North America, virtually all university-faculty scholars are ranked as one of Professor (P), Associate Professor (less-than-P), Assistant Professor (less-than-less-than-P), Lecturer (less-than-less-than-less-than-P), or some derivative of these. The same pattern of four major ranks, with different nomenclature, is found, so far as one can tell, everywhere else too. No other independent profession since the demise of feudalism has been thus class-structured, and perhaps no hierarchical totem has ever exerted such transcultural hold.

Yet for all its universality, no defence or justification for academic ranking is ever explicitly offered. It is a massively institutionalized begged question of university government. But justifications can be constructed. In their simplest form, they are:

1. AR is good because it reflects the preferences of the faculty members themselves;
2. AR is good because it maintains public respect for the university;
3. AR is good because it is a fair system of distributing university faculty benefits;
4. AR is good because it serves the organizational and functional requirements of the university as an educational institution;
5. AR is good because it ensures and promotes academic standards and excellence.

Even if these reasons could be shown to be true, the question of whether academic ranking is justified is still unanswered. For other mechanisms might be more effective for achieving what academic ranking is thought to achieve. Even if academic ranking does ensure and promote scholarly excellence, for example, the truth of this claim does not justify it. Year-by-year honoraria, or posted performances, or even a general love of scholarship for its own sake might well do the job much better.

Reason 1. is obviously mistaken because university scholars do not, in fact, have a choice as to whether or not they submit to academic ranking. Their relation to academic ranking is the same in principle as the policeman's relation to the rank-order of the Police Force. In both places, rank is simply prescribed and subsumption by it is compulsory. Academic ranking cannot, therefore, reflect faculty members' preferences, because faculty members are not given the choice to reject it. One need only press the request not to be ranked to be reminded of its coercive character.

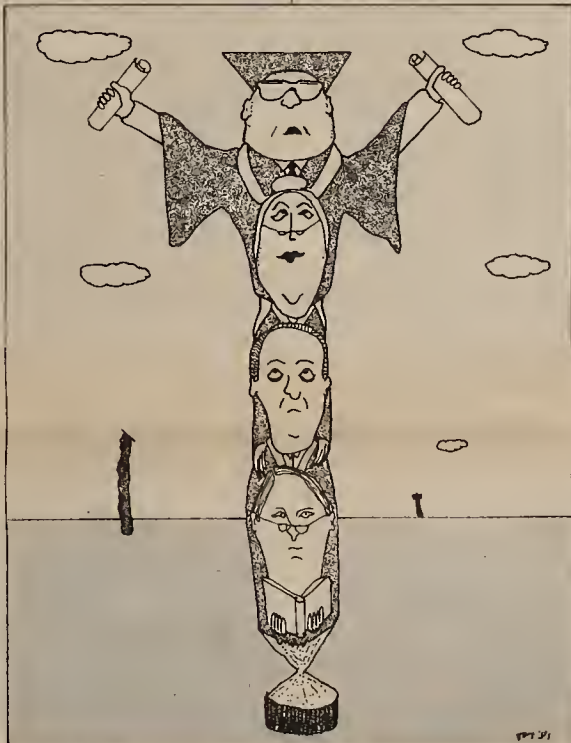
Reason 2. on behalf of academic ranking is no more supportive of it. Public respect for the university is worth maintaining

because the university requires the public's financial support to survive and because this respect promotes the university's dissemination of knowledge. But, does academic ranking promote either of these desirable benefits? Or does it in principle endanger both?

The public will, in general, be resistant to paying for an institution in direct proportion to the perceived extent to which the spending practices of that institution fail to

higher regard for most of its teaching personnel. Consequently, the majority of the recipients of the university's teaching are recipients of what the university represents to them as at the lowest levels of academic merit. Academic ranking, then, does the contrary of what Reason 2. purports.

Reason 3. for academic ranking is no less self-confuting. To begin with, there is the question of its procedural fairness. Procedural fairness requires by its nature:



Tom McDonald

benefit any public interest. Academic ranking, by its scaled-up salaries to upper ranks, does not perceptibly benefit any public interest. Therefore, the public will be resistant to paying for the university to the extent that academic ranking is a perceived practice of it.

Perhaps the public's growing disquiet about what it perceives as the university's special privileges at its expense is not so irrational as we are apt to think. Instead of being "anti-intellectualism", it may in part be inchoate outrage at the high salaries and entitled self-importance conferred by the ranking system.

Secondly, the public learns from the university's academically ranked scholar members, most of whom are less-than-P level. Since AR in this way formally downgrades most of the performers of the university's teaching functions, it thereby instructs the public to hold a lower rather than

unambiguous criteria; impartial third-party application of these criteria; and specific reviewable evidence. Academic ranking procedures, however, do not prescribe unambiguous criteria, nor do they require impartial third-party adjudication, nor are they restricted to specified, reviewable evidence. Indeed, academic rank decisions are kept wholly secret in their constitutive deliberations from the very persons to whom they apply. Viewed in the light of established legal norms, they are a travesty of justice without clear parallel in the modern world.

Even if its procedures were fair, academic ranking would not qualify as just. Academic ranking must qualify as fair both procedurally and substantially to count as fair. It clearly falls short on the former count. The question is, is it substantially unfair too?

The answer largely depends on whether

or not Reason 5. for academic ranking is sustainable. If AR does not ensure and promote academic excellence, but undermines it, then AR is substantively as well as procedurally unfair.

In one fundamental respect academic ranking is plainly unfair in substance, independently of Reason 5. It applies different ranks, and thus different benefits of salary, status, and so forth, to similar functions and responsibilities. Full-time university scholars perform research and instructional activities of the same type, whatever their rank, but they are titled and rewarded as a hierarchy of types. Thus, academic ranking involves distributive injustice: it accords different categories of recognition and reward to similar categories of work and responsibilities.

Reasons 4. and 5. for academic ranking are possible candidates for its justification.

It is important to rule out two related concepts of the university in assessing Reason 4. The first mistaken concept is that the university is its senior-rank membership, rather than its faculty and student membership together. For example, the standard procedure for universities when they must reduce their expenditures, as many universities must do today, is to reduce every type of expenditure—on academic posts, library acquisitions, student accessibility, and so forth—except the scaled-up salaries of its senior-rank membership.

The second concept which must be ruled out is that the university is its academic administration. It can hardly be doubted that AR serves the interests of this group. Not only is the administration extensively constituted of senior-rank faculty who directly benefit from academic ranking in the way of scaled-up incomes, but it is also specifically provided by academic ranking with decision-making powers over the ranks of all other faculty members: *ipso facto* over their incomes, over their access to scholarly resources and over their determination of academic programs. Without academic ranking, tenured scholars protected by academic freedom would have little or nothing to gain from the decisions of such administrators. With academic ranking, they may gain or lose rank, and all corresponding benefits, by the decisions of such administrators.

It is important to distinguish between the university and certain segments of it or they may come falsely to believe that academic ranking, which is in the interests of these segments, must, therefore, be in the interests of the university. Confusion of this kind is not an idle danger. These segments are inclined to overlook the distinction, and, given their judicial and budgetary command over university resources and AR benefits, may be inclined to ensure that others overlook it too.

The interests of the university belong to no group, nor even to all the members of the university at once. The interests of the university transcend those of any or all of its membership, and are to advance and disseminate knowledge. All functional organizational requirements of the academy must in some way operate to fulfil this objective, or count as illegitimate.

Does academic ranking serve any functional or organizational requirement for the advancement and/or dissemination of knowledge? This question is simply resolved by considering whether any means of advancing or disseminating knowledge would be forfeited by the forfeit of academic ranking. And the answer is: not one. Academic ranking by definition certifies academic capabilities and cannot,

Prof. McMurtry is with the Department of Philosophy at the University of Guelph.

therefore, constitute them. If academic ranking were eliminated at a stroke, no academic capability of the university would be eliminated with it. No relevant organizational requirement would be forfeited either.

Scholarly investigation is by nature autonomous, and is constitutionally recognized as such by the university's prescription of academic freedom (i.e. freedom from, precisely, external interference with independent academic activity). Hence university scholars do not require, and are regulatively protected against, the external supervision of work by which alone academic ranking can be organizationally justified.

The foremost reason given on behalf of academic ranking is that it ensures and promotes academic standards and excellence (Reason 5). It has already been suggested that this reason argues, in fact, against it. However, there is more to be said in this regard. Academic ranking modifies or operates to modify, first, the university scholars on whom it is imposed, and second, the group and individual relationships among these scholars.

Under academic ranking, the individual university scholar is ranked at P, or at some level less-than-P, a public ranking of academic achievement which carries with it a set of corresponding benefits. These include, salary level, research-award and publisher access, peer regard, determination of academic programs, choice of students and courses, public esteem, and the position to decide one's colleagues' reception of all these.

A university scholar ranked at the P-level receives the maximum of these various benefits. One ranked at the less-than-P level receives correspondingly less of these benefits, and so on down to those who receive the least salary, research support, peer respect, and other benefits. Thus there is much at stake in one's rank-placement. One's interests are maximized or, by degrees, minimized, according to one's rank-level.

The primary effect on university scholars is obvious. Faculty are differently enabled,

in the world and as scholars, by mechanisms other than their own academic talent or performance. Academic rank is itself neither an academic ability nor achievement, but the claimed recognition of these. It is not, as some might mistakenly believe, academic talent or performance which determines one's enablers in the world or as a scholar. Rather, it is the rank-recognition of these.

One can be categorized as a full professor, and be an unproductive scholar, or categorized as a lecturer, and be a very productive one. Academic rank correlates as strongly with time of hiring and academic conformity as it does with academic ability or achievement. Moreover, where rank does seem to correspond with academic ability or achievement, it is often past performances at another rank upon which this apparent correlation depends.

On the other hand, the more complex system of academic recognition and selection, namely the academic process of international interaction, debate and the test of time, suffers no such serious shortcomings.

Another important consequence of academic ranking on university scholars is that the fundamental academic standard of disinterested inquiry is contradicted by academic ranking. This is perhaps the gravest imperilment of academic standards academic ranking effects. It undermines the very basis of scholarly impartiality, the scholar's pursuit of truth free from conflict with self-interest.

A sufficiently talented university scholar has a choice between rapidly achieving recognition within the established framework of his or her discipline by works clarifying and reinforcing standard positions, or by breaking significant new ground in a long-term or hostility-arousing rejection of such settled positions.

The former option promises rapid rank elevation and corresponding benefits which, in salary terms alone, may make the difference of a small fortune over the time-span of an academic career.

On the other hand, the latter option promises no such rapid advancements or payoffs, and perhaps failure and rejection

as well. There is no doubt academic ranking here decisively favours the project of academic mediocrity over the project of academic breakthrough. Academic ranking militates against academic excellence. The largely pedestrian work of our academic journals may testify to precisely this distortion of scholarly quest.

If rationally means, as many scholars today by no accident suppose it to mean, calculated self-interest, then, with academic ranking, only the irrational will attempt genuine academic advance. This may keep academics safely within the cognitive frames of their discipline's status quo, but it effectively detours the creative progression of human thought.

This contradiction between academic ranking and the university's values of scholarly excellence recurs at other levels and in other ways than deterring original work. The most important of these has to do with its erection of an academic ruling group.

Because academic ranking puts P-level scholars and administrators in the position of bestowing or withholding its set of benefits on or from the university scholars, it puts the former, a minority, into a position of power over the majority of the university's scholars. If one of the latter routs some position shared by the former, he or she is liable to be deprived of rank-benefits by them. It is enough that this liability exists, even if, ideally, the holders of rank-conferments are above redressing diversions from their own views.

As long as the university scholar has cause to believe that he may forfeit university benefits by the line of inquiry he pursues, then his academic freedom is already abrogated. He is already in the position of being able to exercise his liberty to criticize and dissent only at the risk of jeopardizing his career. Academic ranking thereby sets his self-interest against his academic freedom. The very core of the university's mandate, to investigate and speculate without deference to local doctrine, is in this way suborned by the university's own ranking mechanism.

Finally, there is the negative influence

which academic ranking exerts on relations among university scholars as individuals. It puts them into competition against one another for its limited store of entitlements. This competitive framework not only places each into a subordinate relationship to the group, which to receive which of these entitlements, it puts at risk their independent thought and criticism.

It also sets up mutual conflicts. This point needs little elaboration. A competitive situation, by definition, entails exclusive benefits accruing to some individuals at the expense of others. Such an organization of scholarly pursuit has obvious deleterious consequences: lack of respect for collegial achievements which reduce one's own chances in the race, unwillingness to share knowledge that puts one at an advantage over others, and the disruption of collegial co-operation essential to the Academy's tasks as a scholarly community.

It might be thought that pure seniority ranking would resolve many if not most of the problems of the ranking system as it now stands. Perhaps, with a sufficiently developed movement of university faculty towards collective representation, such a transformation will occur to the benefit of the university's research and teaching mission. The problem is, however, that whatever putative academic purpose academic ranking now serves, pure seniority ranking has no academic purpose, even pretended.

Denuded of its meritocratic mask, academic ranking is without any rationale as a measure for preserving or advancing university scholarship. As such it can at best be defended as a distributive justice mechanism, one based on the shakey, if not fatuous, premise that longer occupancy means more deserving occupancy.

It seems that the proper direction for the development of the ranking system is not towards rehabilitation, but extinction: consignment to the feudal past from which it came, along with title-revenues and vassal bond.



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UNIVERSITY OF NEW BRUNSWICK

Academic freedom in Canada: retrospect and prospect

*Will the hard-won freedoms of
the last half-century be
exercised in the future?*

by Michiel Horn

Fifty years ago last month, in mid-January of 1931, the editorial pages of the four Toronto newspapers carried an unusual letter signed by sixty-eight persons. It's text was:

The attitude which the Toronto Police Commission has assumed towards public discussions of political and social problems, makes it clear that the right of free speech and free assembly is in danger of suppression in this city. This right has for generations been considered one of the proudest heritages of the British peoples, and to restrict or nullify it in an arbitrary manner, as has been the tendency in Toronto for the last two years, is short-sighted, inexpedient, and intolerable.

It is the plain duty of the citizen to protest publicly against any curtailment of his rights, and, in doing so, we wish to affirm our belief in the free public expression of opinions, however unpopular or erroneous.

The letter created a furor. Those whose freedom of expression and assembly had been interfered with since early 1929 were chiefly Communists. Did the signatories support Communism in any way? If so, was it not very disturbing that they all turned out to belong to the teaching staff of the University of Toronto? In any event, what business did professors have to criticize the police force in the execution of its duties? For a month the debate raged, inside and outside the University, as to whether the sixty-eight had exceeded the proper bounds of professorial behaviour.

Ten years later almost to the week, one of the drafters of the letter faced dismissal from his teaching post. The historian Frank Underhill had been in trouble repeatedly during the 1930s for his "indiscretion" in discussing controversial matters publicly; at last his masters, or least a majority of the members of the Board of Governors, wanted to be rid of him.

On January 2, 1941, Underhill faced a committee of three representatives of the Board who asked for his resignation. Public opinion was said to be against him; his "continued presence on the staff was doing harm to the University." If Underhill did not resign, the president, Canon H.J. Cody, would have to recommend his dismissal. Underhill refused to resign; he was not dismissed.

We have passed a double anniversary in the history of academic freedom in Canada, or, more specifically, of the freedom of Canadian academics to address themselves to matters of public controversy. In 1981 that freedom is well understood to be an important part of academic freedom. The most recent report of the Academic Freedom and Tenure Committee of the CAUT states that academic freedom "includes the right to speak and write on any subject without fear of retribution insofar as academic status is concerned in

order that the discipline, the university, the society at large may have the benefit of honest judgement and independent criticism from members of the educational and intellectual community, whether or not the views expressed correspond to dominant social trends or offend those who are in a position to exercise political or economic power." The committee notes that this right is even now not everywhere accepted. However, on the whole it is.

Matters stood differently in 1931. The University of Toronto, the institution at the centre of this article, had as its president Sir Robert Falconer, Canada's most respected educator at the time. He held to the view that academic freedom should be limited to the lecture hall, the laboratory, the library and the study. Outside the university the professor should exercise discretion.

In 1922 he told an audience of alumni that the professor "is a citizen with a right to all the privileges of a citizen, but at the same time like a judge or a great civil servant he has high functions the exercise of which may make it wise for him not to perform all the offices of the ordinary citizen. Especially is this case in a State University." It was "expedient" that a professor should neither be active in "party-politics" nor express himself on "burning political questions." Politicians or the voters might disapprove. This might have the effect, in turn, of financially harming the institution or leading to interference in its internal affairs. The assumption of too wide a freedom by its professors, then, might well endanger the freedom of the university.

The bulk of Falconer's faculty gave him little cause for concern: they kept out of politics and out of the news. The self-image of most professors as being removed from the hurly-burly of the world, largely precluded political or controversial activity at the University of Toronto and other provincial institutions. This was also the case at the private universities, although here the barrier against political involvement was lower.

At Dalhousie, McGill and Queen's, academics enjoyed a greater freedom in taking stands on matters of public controversy than did their colleagues at the provincial universities. That freedom did not, however, extend to participation in clearly radical movements such as the Communist Party of Canada. Furthermore, at the private institutions, the desire not to offend potential donors may have been quite as strong as the wish elsewhere not to annoy legislators.

In 1931 Sir Joseph Flavelle stated clearly the reason for that wish. Millionaire and philanthropist, he was a powerful member of the University of Toronto's Board of Governors. In a letter to George Wrong, emeritus professor of history, Flavelle asserted that the sixty-eight had floundered into a controversy fed by politicians and sensation-hungry newspapers, had erred in stating that free speech was in danger, and, worst of all, had forgotten their duty to the University not to stir up public opinion needlessly.

"The University must be supported" he wrote. "It must carry public opinion whereby it can be adequately housed and maintained. Every teacher... is a trustee for the institution, that no act of his resulting from hasty and unreflective impulse shall jeopardize the progress and development of the University." Flavelle cited evidence that some legislators were unhappy and an unhappy Legislature might reduce its grant

to the University, not a remote danger in that Depression year.

Other members of the Board shared Flavelle's annoyance. On their instruction the president called in six of the signatories, including a few of the most senior men in the University and several who were, or would later be, among its greatest scholarly ornaments. Falconer informed the six that they and their colleagues had gone too far. Although they had not indicated their institutional connection, it was bound to be made and put the University in a difficult position. He asked their support in preventing a recurrence of the incident.

Falconer subsequently assured the Board that the professors had undertaken in future to be more discreet. Those Governors who had favoured disciplinary action acquiesced in a brief statement formally dissociating the University from the letter of the sixty-eight. By mid-February the furor died down.

But it was not forgotten. Within months Falconer had reason to refer to it again. During the summer Frank Underhill, a leader in the free speech controversy, was found to be the author of a critical account of the government of R.B. Bennett, published in the *New Statesman*. The Conservative morning paper in Toronto, the *Mail and Empire*, suggested that the University discipline Underhill for his partisan activity. Falconer took the historian to task: could he not see the inexpediency of

drawing attention to himself and the University in this way?

Underhill defended himself by pointing out that in Britain and the United States professors could participate in public debate. Falconer replied that "the practice in British Universities or in the privately endowed Universities of the United States cannot be adduced in justification of what may be done in the University of Toronto." Even the defence of freedom in teaching and research was not without difficulties and professors should not compound them by going outside the institution to discuss "party matters".

Falconer's apprehensions were not ungrounded, and they also applied to institutions other than his own. Throughout the decade there were editorial demands, notably in the *Toronto Globe and Telegram*, and the *Montreal Gazette*, that the universities be monitored more closely and that unconventional professors, socialists, agnostics, atheists and the like, be disciplined or dismissed. Might they not otherwise use their lecterns to subvert religious faith or undermine the established political or economic order?

In 1932 the RCMP was soliciting information concerning possible Communist sympathies on the part of McGill faculty members Eugene Forsey and Frank Scott, and the United Theological College teacher King Gordon. McGill's administration co-operated, and not only to show that none of

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Michiel Horn is associate principal at Glendon College of York University, where he teaches Canadian history. His most recent book, *The League for Social Reconstruction* (U of T Press, 1980) contains a chapter discussing at greater length some of the matters raised here.

the three was a Communist.

A handful of academics felt the hot breath of criticism for remarks they had made or for some aspect of their writings, scholarly or otherwise. They learned that to give cause for alarm was not without danger. In 1933 King Gordon lost his chair of Christian Ethics. The grounds were ostensibly budgetary but the circumstances of the case lent support to the belief that his outspoken Christian socialism had offended members of the Board and led to his dismissal. It can only have served as a warning to others.

Nevertheless, a couple of dozen academics participated actively in the discussion of public affairs. Among these the most conspicuous was Frank Underhill. No other member of the Toronto faculty gave remotely near the same amount of concern to Falconer and to his successor from 1933 on, Canon Cody. More than once they asked him to be more prudent in his public utterances. As the decade wore on the pressure to get rid of him grew. Underhill knew that Cody was disinclined to give in to this pressure, but from 1937 on, if not before, the historian voluntarily limited his freedom of expression.

Both in 1937 and 1939 Underhill got into serious trouble. On the former occasion he criticized the new *Globe and Mail* and was attacked by it in turn; on the latter he was raked over the coals by the Premier of Ontario, Mitchell Hepburn, and the Leader of the Opposition, George Drew, for something that he had once written in opposition to Canadian participation in a future British war. Underhill pointed out to Cody that he had kept his promise in 1937 to "try to avoid undesirable publicity," and added that he could be trusted to "do (his) best in future to behave as reasonable men would expect a professor to behave."

Underhill's experiences suggest that he generally underestimated the hostility his comments aroused. That became clear as never before in the summer of 1940. At the Couchiching conference in August he gave a talk on what seemed to him to be the deeper significance of the Ogdensburg agreement on continental defence, signed by President Roosevelt and Prime Minister Mackenzie King a few days earlier.

The core of Underhill's argument was that the war, though undertaken in aid of Britain, was already weakening our ties with the mother country and strengthening those with the U.S., and would continue to do so.

Newspaper reports let loose a storm of protest. There was a war on; Britain was fighting for her survival. Were Underhill's remarks not treasonous? A former prime minister, Senator Arthur Meighen, proposed that the historian be interned; others suggested that he merely be fired.

Underhill had not expected this reaction. Deeply worried, he promised President Cody that he would make no speeches outside the University for a year. But this was no longer enough. A few members of the board of Governors had years ago identified Underhill as an incorrigible troublemaker whom the University would well do without; now a majority came to this view. Cody, who for years had defended the black sheep while upbraiding him, seemed at last prepared to recommend his dismissal.

That no more was required in law Underhill learned when in January 1941 he sought legal advice: "...All professors at the University of Toronto hold office during the pleasure of the Board of Governors, and...can only be promoted or dismissed by the Board upon the recommendation of the President..." Faced with unemployment at age 51, with few or no prospects for another position, Underhill was advised, and decided to fight.

Academic tenure might be a weak reed, but he believed some of his friends were powerful. He was right. His cause got support from students, alumni, colleagues and a couple of members of the Board of Governors. Probably more important, however, was evidence that he had political support in Ottawa. In any event, the Board members reversed themselves without loss

of face; they had never made public their decision to seek Underhill's dismissal.

The historian kept his position. Was this a triumph for the cause of academic freedom? Was it, as Murray Ross argued a few years ago, an indication of the substantial freedom of expression available to Canadian academics at the time? Or was the incident more indicative of the strength of Underhill's supporters?

Should we agree with Donald Creighton that the academic freedom of the institution, its freedom to make independent decisions, may have suffered from the political pressure applied on Underhill's behalf? (Creighton's comment is a reminder that the academic freedom of the university and that of the individual may conflict).

Whatever interpretation one puts on the events of January 1941, Underhill's experience suggests that the professor, as social, economic or political critic, was generally unwelcome. This is also borne out by the experiences of others.

It is hard to escape the impression that in the 1930s, influential Canadians preferred academics to be much like the "three most presentable professors" of Stephen Leacock's *Arcadian Adventures with the Idle Rich*, "cultivated men who were able to sit in a first class club and drink whiskey and soda and talk as well as any businessman present."

Nobody denied their actual or potential utility as advisors to business and government. But if they had nothing constructive to offer they should keep their views to themselves. This was not the only opinion about the matter, but it was the dominant view.

A good deal has changed since 1931 and 1941. Criticism from academics may be no more appreciated now, but at least we need hardly feel inhibited by outside opinion should we wish to express unpopular views.

Since the 1950s tolerance of nonconformity has increased in the society and the universities. That academics in the 1960s came to have a certain scarcity value may have helped; better organized faculty associations also did their bit. Tenure came to be codified in ways that were scarcely imagined fifty years ago, and thus to protect academic freedom to an unprecedented degree.

"Tenure is never having to say you're sorry," was the text of a button one of my colleagues wore the year he was tenured. Those of us who have tenure are free from interference by legislators and boards of governors, by administrators, and by colleagues, or so it usually seems.

Free to do what, however? Free implicitly to associate our institutions with our own opinions even when these are not sanctioned by professional competence, for example? Those who signed the letter of the sixty-eight excluded any reference to the University of Toronto, yet this did not save them from the charge that they had implicated the institution. Today, however, we read letters to the editor on a range of controversial subjects, often far removed from the author's discipline, at the bottom of which we find not only a name, but rank, department and university. Is this proper?

Are we free to be slack? In a recent book review J.K. Galbraith refers to "terminal laziness" as "being a much cherished aspect of academic freedom." The freedom to organize our courses as we wish, speak our minds, and write without fear of reprisal, can also be the freedom to meet as few students as possible, do as little research as we want, or produce as little work as we can get away with.

I believe that the great majority of Canadian academics do not ordinarily exercise that freedom. But most of us know some who do; and a few of us may occasionally have had that suspicion about ourselves.

No one should expect, or even want all academics to be like Frank Underhill, a political gadfly who once wrote: "The only way I know how to make myself useful is to be constantly critical." Perhaps our ideal should instead be Underhill's antagonist in the 1930s, the political economist H.A. Innis, who deplored partisan involvements.

(He did sign the letter of the sixty-eight.) However, both men acted, though in widely varying ways, in recognition of a duty to work hard, to make the products of their research known to their students, their peers, the larger world. Both did so in spite of occasional criticism: not only Underhill but Innis came under attack. And they did so at a time when teaching loads were heavier than they are now, and when sabbaticals were rare.

Academic freedom is as safe today as it has ever been. This is all to the good except for one byproduct: some can use it to hang onto positions the full burdens of which they are managing to escape while keeping out of them younger men and women. Moreover tenure, the guarantor of academic freedom, is in some minds becoming confused with seniority. This has dangerous implications in the decade we have just entered.

Increasingly short rations seem likely to be our lot as we progress through the financially embarrassed eighties. Similarly, the most obvious aspect of Canadian universities in the 1930s was their impetuosity. This did not lead to many dismissals on budgetary grounds, however: another reason why King Gordon's dismissal became a *cause célèbre*. Indeed, the faculty complement of the institutions rose more rapidly (15 percent from 1931 to 1939) than did enrolment (11 percent). A deterioration of salaries accompanied this development, as well as a virtual halt to promotions involving increases in salary. Because faculty associations were weak or non-existent, presidents and boards enjoyed wide power to adjust emoluments unilaterally.

Fortunately this is no longer the case. Unless the funding of Canadian universities improves, however, the 1980s will bring different problems. The cutbacks anticipated, by the CAUT among others, are in positions and programme rather than in salaries. In a context of financial exigency

or programme redundancy the preservation of academic freedom is a most serious responsibility.

Budgetary constraint must not be allowed to become a pretext for ridding the universities of men and women who are out of favour because of their areas of research or personal opinions. Nor must it become a pretext whereby positions for which there is continuing need are filled with persons serving on time-limited contracts. As the AF & T Committee has stated: "Such appointments provide no protection for academic freedom."

At the same time there will need to be vigilant concern that the version of academic freedom which has permitted a large measure of freedom from academic work is not protected.

Can we ensure that the burden of cutbacks will fall primarily on those whose burdens have hitherto been too light?

Can due process, central to our conceptions of tenure and academic freedom, be used to ensure that the more and less industrious do not suffer equally?

Can quality of instruction, of scholarly, scientific and creative work, be defined clearly enough to allow us to make discriminating judgements when, or before, the crunch comes?

Especially at unionized universities, can tenure be prevented from becoming a seniority system; can we stop merit and length of service from being equated?

There are other questions I could ask, but these will do. I have no convincing answers to them. Given the changes that have taken place, the past offers little guidance. As an historian I am untroubled by this; and my researches lead at least to the cheering conclusion that academic freedom is safer than it was half a century ago.

As for the future, I regard it with apprehension, even pessimism. With others in the CAUT, however, I share a determination to help uphold and preserve the best traditions of academic freedom in Canada.

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Everything in moderation: a guide for symposiasts

There are those who think important information is disseminated through symposia. This is a myth.

by Barry Freedman

I recently acted as a moderator for a panel discussing ethical issues and birth defects. The experience reminded me of earlier panels on which I have served as moderator or panelist.

Moderating is a topic which has not been explored with the attention to detail which it deserves. It is time we held a symposium about the Role and Importance of the Moderator.

There are those who think that important information is disseminated through symposia. This is a myth. All knowledge is obtained prior to symposia. The events serve only to spur one to read the panelists' publications beforehand in order to prepare tricky questions.

Symposia also serve as museums of knowledge. They afford scholars the opportunity to express what they believed six months ago. In these museums, the moderator is a curator. His job is to show off these dead thoughts to their best advantage, a job not often accomplished by panelists. For this reason, it is best that the person chosen to moderate any panel be absolutely ignorant about the topic of discussion.

In the past, moderators were chosen on the basis of their expertise, with the result that moderators frequently argued with, or belittled, the panelists; or, in extreme cases, never called on the panelist at all. That lesson has been learned, and today it is rare for the moderator to know anything at all.

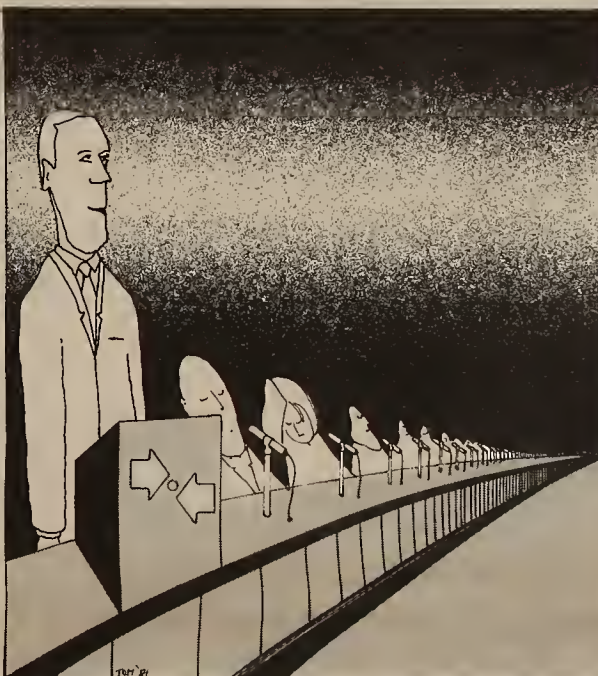
The moderator is always the most urbane individual on the podium. He is also the least tendentious, argumentative, or boring person to address the audience. He is, in contrast to panelists, well-mannered and good natured. Since he knows nothing, he has no axe to grind. The natural conclusion would be to form panels composed entirely of moderators. This is, however, a radical suggestion. No moderator has ever yet made a radical suggestion about anything, so this reform will probably never be implemented.

The moderator of any panel whatsoever must possess, as a minimum requirement, a Ph.D. People in the audience would otherwise murmur because, although he knows nothing at all, the degree represents the necessary proof of it. By preference, the moderator should be a dean. Pathologists are well-suited to act as moderators, by training and experience. Structuralists or other Frenchmen should never serve as moderators.

There are two main problems which moderators face: panelists and audiences. The main thing to keep in mind about this division is that academia is a business. The audience represents the paying customers and the panelists are its employees. Since businesses survive by satisfying their customers, the interests of the audience are, and must be, paramount.

Generally speaking, the panelist must never be allowed to make his main point. Given the characteristics of panelists, the main point shall never be reached in a finite length of time. Audiences need to catch planes and take care of certain private needs, interests which are incompatible with waiting for the panelist's main point.

The panelist, however, will thank the



Tom McDonald

moderator for this. The panelist will be able to go home and grouse about how he is never allowed to reach his main point.

Structurally, the panelist exists to fill a given time-period (t). To find t , subtract one-half hour from the total time (T) allotted

(this half-hour will be used for questions) and divide the remaining time by the number of panelists. Thus, $t = (T - 30) / N$.

Try this example to test your comprehension: You are having a panel on the future of the world, scheduled to last for one

hour. Ten panelists are to speak. How much time is each panelist allotted? Or, as a panelist would put it, what is the value of t ?

One pathology common to panelists is the "Why me? syndrome." This is endemic among interdisciplinary panels. Last year I helped plan a workshop on value issues in hospital cost control. The panel included the administrator of the host institution, a health economist, the vice-president for cost-control of the local Blue Cross chapter, and a philosopher. All but the philosopher prefaced their panel remarks by saying, "I don't know what I'm doing here, but . . ." The philosopher never knew what he was doing anywhere.

The efficient moderator will, out of kindness to the organizers, eliminate the "Why me? syndrome." He will remind the panelists before the session that they are there because they are being paid an honorarium.

A second illness to which panelists are prone is known as "pre-terminal finally-itis." The symptoms appear whenever a panelist starts saying "Finally, I should mention . . ." after completing only one-third of his presentation.

Any moderator or, indeed, any member of any audience can tell you that "finally's" are like dandelions, and a panelist with a good dose of this disease will squeeze in seven or eight before ever reaching his final point.

"Pre-terminal finally-itis" can be prevented, however, by proper attention to the formula for t given above. It is rare among panelists assigned to t of five minutes or less.

If prevention is not possible due to poor scheduling, I have found that a flat-out prohibition of the use of "finally" until the next-to-the-last sentence will work, provided the audience knows of the prohibition. The cues coming from the audience — laughter, sneers, outright derision — are welcomed by the wise moderator as a check upon panelists' fervor.

The audience need not concern the moderator until the time for questions arrives. The first rule for understanding the question-period is an empirical generalization: *There are no first questions.*

In my experience, audiences are invariably so bemused that a first question is never asked. This opportunity should be exploited by the moderator to punish panelists who exceeded their t . Start the session by saying, "I'm sure there will be a lot of questions on this very interesting paper." Nobody will stir, and the panelist will feel like a real turkey.

The temptation to announce, "I'll take one more question before we close", should be resisted, because no good can come of it. Often, more than one person wants to speak, and the moderator will be at a loss as to who should be called upon. If no hands are raised, the moderator will have wasted everybody's time for nothing.

It is possible that one question will be advanced, but even so, taking it would make the session run too long. Hence, the second rule about question-periods, this time a normative one: *There must be no final question.*

I hope you all have enjoyed this symposium as much as I have. I'm sure it's given us all a lot to think about, and I want to thank you for your attention. I see we have no more time left for questions, so I suggest we hurry out and see if there is any coffee left.



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Filling of the position is subject to budget allocations and depending on qualifications may be filled as either a term or probationary appointment at the rank of Assistant or Associate Professor, preferably effective July, 1981. The corresponding 79/80 salary ranges are \$20,448 - \$29,655, and \$26,836 - \$37,926.

The Computer Science Department presently has ten full-time faculty members, two laboratory instructors, one technician and approximately 1,000 students enrolled in its classes. Current faculty interests include: Document Retrieval, Data Base Management Systems, Artificial Intelligence, Theory of Computing, Mathematical Software, Business Systems, Performance Measurement, Programming Languages, Computer Assisted Instruction and Software.

The Department has four computing laboratories containing a variety of mini computers and micro computers for instructional and research activities, and the University has a Honeywell Sigme 9 on campus as well as telecommunications access to a 370/158, a 370/158 end e 3032.

Enquiries and applications should be directed to: Dr. L.R. Symes, Department of Computer Science, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2.

Prof. Freedman is Visiting Assistant Professor of Biomedical Ethics at the University of Calgary.

The hot new competition in science magazines

In 1977, when a *Time* cover on anthropologist Richard Leakey outsold flashier covers on rock star Linda Ronstadt and actress Diane Keaton, Time Inc. executives were not surprised. It merely confirmed something they had suspected for several years: The American public is fascinated with science. Time officials set to work to capture that market, and last fall began publishing *Discover*, a science magazine designed for the general public.

Unlike Time Inc.'s other magazines, including *Time*, *Sports Illustrated*, *People*, and *Money*, which were the first of their kind, *Discover* will be entering a field that is getting more crowded each day. Other publishers, including Hearst Corp., Bob Guccione, and the American Association for the Advancement of Science (AAAS), are pushing their own scientific publications aimed at the general reader. While no one questions the public's interest in science, many wonder whether that interest is strong enough or widespread enough to support so many new magazines. "There is certain to be some fallout," concedes one analyst.

Largest Investment

Time officials, however, are betting heavily that *Discover* will not be among the casualties. While the company will not disclose how much it is spending on *Discover*, Publisher Reginald K. Brack Jr. admits it is the largest investment Time has ever made in a magazine. A large amount is being spent on television and print advertisements. "By next year, *Discover* will be a household word," predicts Brack.

For *Discover*'s first issue last October, Time is guaranteed its advertisers a circulation of 400,000. Brack disputes the conventional wisdom that it is risky to launch a new magazine in a recession. He points out that most of Time Inc.'s publications, including its business magazine, *Fortune*, were started during economic hard times.

In many areas, *Discover* will borrow extensively from *Time*. *Discover*'s managing

editor is Leon M. Jaroff, who, as a senior editor in charge of *Time*'s science sections, edited many of the cover stories—including the one on anthropologist Leakey—that sold well and won national journalism awards. According to Brack, Jaroff will bring with him the new magazine's technique of discussing difficult topics in terms that the average reader understands. While Jaroff's editorial staff currently numbers only 21, it will have access to Time's far-flung international bureaus.

Discover's major competition will undoubtedly come from *Science* 80, published by the prestigious AAAS, which also publishes the 100-year-old *Science* magazine. At present, *Science* 80 is a bimonthly, but because the magazine caught on so quickly—its circulation soared to 400,000 after only four issues—it is expected to go monthly with its November issue. The AAAS also is negotiating with *Time*'s additional competitor, *Newsweek*, to distribute an international edition of *Science* 80.

The science giant

AAAS officials believe their product can withstand any challenge from Time Inc. "In publishing terms we are invisible, but in science terms we are a giant," says Allen L. Hammond, *Science* 80's chief editor. Because of its ties to the AAAS, Hammond notes, *Science* 80 has "the inside pipeline" to the scientific community.

While the AAAS will not be spending large sums to promote *Science* 80, the organization appears intent on protecting its investment in both its magazines. Last fall, the AAAS filed suit against Hearst Corp., charging that a redesigned edition of that company's *Science Digest* had infringed on a registered trademark of the AAAS, the cover logo of *Science* magazine. Hearst, in its efforts to revitalize the nearly 50-year-old *Science Digest*, made it a full-sized magazine (it had previously been about the size of *TV Guide*), and changed the cover logo to make the word "Science" larger and more

prominent than the word "Digest." In April, the U.S. District Court for the District of Columbia ruled that Hearst must alter the logo in future editions.

But the outcome of the lawsuit has not diminished Hearst's hopes for *Science Digest*. According to Publisher Charles Mandell, the company has printed three test issues that sold an average of 180,000 copies of the 250,000 placed on newsstands. He says it has had no difficulty attracting advertisers, because of the Hearst reputation. "We think this magazine will end up with the largest circulation because it is broadest in its information base," he claims. Facts. One of *Science Digest*'s strongest points, Mandell believes, is that it will contain no science fiction. "*Science Digest* deals in science fact, not fiction," he says. *Discover*'s editors are toying with the idea of including one or two science fiction pieces per issue.

One publisher who is making no excuses for including science fiction in his magazine, *Omni*, is Bob Guccione, the publisher of *Penthouse*. In fact, the line between science fact and fiction in *Omni* is at times so blurred that the reader may have difficulty determining where one ends and the other begins. Yet during its two-year existence, *Omni*'s formula has proved so successful that many experts believe it may have sparked the current proliferation of science magazines.

Firmly planted

According to Guccione, *Omni*'s circulation now hovers at about 900,000, with approximately two-thirds of that coming from newsstand sales. "I don't see any existing or potential competitor as being a real threat to *Omni*," he says. "It's in a category of its own." Any competition for *Omni* may come from Guccione himself. He told *Business Week* that he plans to spin off two new magazines from *Omni*.

Discover's Jaroff, however, is more cautious than Guccione about the competition. He believes he will be competing with

most of the other science magazines. He also cites as competitors, *Next*, a futuristic magazine published by Litton Industries Inc., *Focus*, a one-topic bimonthly being tested by *Newsweek*, which would sometimes deal with science subjects, and, because of *Discover*'s emphasis on science news, *Science Times*, the special Tuesday section of *The New York Times*.

Possibly the only science magazine that may be truly insulated from this new competition is *Scientific American*, which has never been intended for the casual reader. "We are not offering passive entertainment," says Publisher Gerard Piel. "We cover the spectrum, but we don't shrink from the fields that are inherently difficult," Piel says that the magazine's present circulation of more than 700,000 in the U.S. and abroad is made up mostly of research scientists and engineers "who make the future happen."

The challenge

But Piel is fairly sanguine that the new magazines may succeed in an area where *Scientific American* has failed: explaining to the general public the value of science and scientific research. "This is essential to science in a democracy," says Piel. "If people are going to foot the bill, they have to know what they're buying."

Richard C. Atkinson, director of the National Science Foundation, observes that because science now finds it difficult to attract funding, the timing of these new magazines is perfect. Others agree that because the public wants to know more about science, there may be room for many different science publications. "We're all aware of how much science is affecting our lives," says J. Kendrick Noble, first vice-president at Paine Webber Mitchell Hutchins Inc. "This is not a passing fad."

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A.A.U.P. CENSURED ADMINISTRATIONS

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and over 100 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May, 1978, issue of the *A.A.U.P. Bulletin*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed by states in which the institutions are located. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be had to "Developments Relating to Censure by the Association," which appears in each May issue of *Academe*, and to the annual "Report of Committee A" in the September issue.

ALABAMA	
Alabama State University.....	1962
December, 1961, pp. 303-309	
Troy State University.....	1969
September, 1968, pp. 298-305	
ARIZONA	
Arizona State University.....	1976
April, 1976, pp. 55-69	
ARKANSAS	
College of the Ozarks.....	1964
(censure on governing board)	
December, 1963, pp. 352-359	
Southern Arkansas University.....	1971
March, 1971, pp. 48-50	
Phillips County Community College.....	1978
May, 1978, pp. 93-96	
Philander Smith College.....	1980
May, 1980, pp. 198-206	
COLORADO	
Colorado School of Mines.....	1973
March, 1973, pp. 73-79	
GEORGIA	
Armstrong State College.....	1972
March, 1972, pp. 69-77	
ILLINOIS	
McKendree College.....	1973
March, 1973, pp. 86-92	
IOWA	
College of Osteopathic Medicine and Surgery.....	1977
April, 1977, pp. 82-87	
KENTUCKY	
Morehead State University.....	1976
December, 1975, pp. 322-328	
LOUISIANA	
Southern University.....	1968
March, 1968, pp. 14-24	

Southeastern Louisiana University.....	1970
September, 1969, pp. 369-373	
Grambling State University.....	1971
March, 1971, pp. 50-52	
MARYLAND	
University of Maryland.....	1979
May, 1979, pp. 213-227	
MASSACHUSETTS	
Nichols College.....	1980
May, 1980, pp. 207-212	
MICHIGAN	
Detroit Institute of Technology.....	1969
March, 1969, pp. 70-83	
University of Detroit.....	1978
March, 1978, pp. 36-54	
Oliver College.....	1980
April, 1980, pp. 140-150	
MISSOURI	
Concordia Seminary.....	1975
April, 1975, pp. 49-59	
NEBRASKA	
Nebraska State Colleges.....	1963
(censure on governing board)	
December, 1964, pp. 347-354	
NEW JERSEY	
Rider College.....	1973
March, 1973, pp. 93-100	
Camden County College.....	1974
September, 1973, pp. 356-362	
NEW YORK	
Onondaga Community College.....	1972
June, 1971, pp. 167-174	
City University of New York.....	1977
April, 1977, pp. 60-81	
State University of New York.....	1978
August, 1977, pp. 237-260	
NORTH CAROLINA	
Wingate College.....	1979
May, 1979, pp. 251-255	
OKLAHOMA	
Central State University.....	1969
March, 1969, pp. 66-70	
SOUTH CAROLINA	
Grove City College.....	1963
March, 1963, pp. 15-24	
Walton College.....	1977
April, 1977, pp. 88-93	
SOUTH CAROLINA	
York College.....	1974
March, 1974, pp. 82-89	
SOUTH DAKOTA	
South Dakota State Colleges and Universities.....	1962
under South Dakota State Board of Regents (censure on governing board)	
September, 1961, pp. 247-255	
Northern State College.....	1969
September, 1968, pp. 306-313	
TENNESSEE	
Tennessee Wesleyan College.....	1971
March, 1971, pp. 33-37	
TEXAS	
Amarillo College.....	1968
September, 1967, pp. 292-302	
Texas A & M University.....	1968
December, 1967, pp. 378-384	
Frank Phillips College.....	1969
December, 1969, pp. 433-438	
Laredo Junior College.....	1971
December, 1970, pp. 398-404	
Houston Baptist University.....	1975
April, 1975, pp. 60-64	
Blinn College.....	1976
April, 1976, pp. 78-82	
University of Texas Health Science Center at Houston.....	1977
December, 1976, pp. 364-368	
University of Texas of the Permian Basin.....	1979
May, 1979, pp. 240-250	
VIRGINIA	
Virginia Community College System.....	1975
April, 1975, pp. 30-38	
WISCONSIN	
Marquette University.....	1976
April, 1976, pp. 83-94	

1Censure was voted specifically on the Board of Trustees, and not on the Institution's administrative officers.

2Censure was voted specifically on the governing board, currently entitled the Board of Trustees of the Nebraska State Colleges, for action by the Trustees with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.

3Censure was voted specifically on the Board of Regents of Education of the State of South Dakota, for action by the Regents with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers.



UNIVERSITY OF
BRITISH COLUMBIA

PROFESSOR ARCHIVAL STUDIES

The University of British Columbia plans to offer a two-year full-time programme for a Master of Archival Studies degree commencing in September 1981. The programme will be offered by the Faculty of Arts and administered jointly by the Department of History and the School of Librarianship. Applications are now invited for the position of Assistant Professor in the School of Librarianship. The date of appointment will be the 1st July 1981 and the starting salary will be commensurate with experience.

The person with an advanced degree in history and archival education is preferred. Competency in palaeography is an advantage. Experience in positions of increasing responsibility in archival work and knowledge of the present state of archives in Canada and elsewhere are essential. Experience and success as a teacher is also important. Successful candidate is expected to be responsible for the programme working in conjunction with a joint committee of the Department and the School.

Enquiries and applications should be addressed to the Chairman of the Search Committee, Professor D. E. Cox, Department of History, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C. V6T 1W5.

Mitel/Systemhouse Chair in Office Automation

In co-operation with Mitel Corporation and Systemhouse Limited, a Chair in Office Automation has been established in the Department of Systems and Computer Engineering at Carleton University. We are seeking an outstanding candidate with strong links both to the academic and industrial communities, capable of taking a leading role in the department's substantial interaction with high technology firms. This position carries with it a full professorship effective July 1, 1981. Duties include research, development, and teaching in one or more of the areas of digital machine architecture, digital systems, concurrent operating systems, microprocessors, computer communications, and associated hardware and software, with particular reference to their application in the modern office environment. If you have a proven record of performance and a desire to influence significantly Canadian developments in this new and growing area, we invite you to communicate with us.

The department also has visiting, term, and tenure-track positions available at the Assistant and Associate Professor levels in the areas outlined above. Applicants should have a Ph.D. or equivalent, and should be legally eligible to work for the period of the appointment. Salary is negotiable. Inquiries and applications should be addressed to:

Professor J.S. Riordan, Chairman
Department of Systems and Computer Engineering
Carleton University
Ottawa, Ontario K1S 5B6
(613) 231-2793

Carleton University
Ottawa, Canada K1S 5B6

AMNESTY INTERNATIONAL

by William Bryant

Amnesty International's latest report, for 1980, was published Dec. 10, Human Rights Day. This report gives an overview of some of Amnesty's responses to human rights violations in over 100 countries. Since teachers are often selected by governments for imprisonment, torture, or execution because they play an important role in education or are vocal on current issues, the report does give a good deal of information relating to the plight of teachers in a wide range of countries.

For example, Amnesty International has continued to seek the release of teachers who have been held without trial since July 1976 in the Cameroon. Their offence was criticism of the government of President Ahmadou Ahidjo.

In Afghanistan, Amnesty reports that there are thousands of people, including teachers, being held as political prisoners without trial in such places as Kabul's Pule-Charchi. The imprisonment is a matter of government policy and individuals or members of a political group can be held if the government considers them to be in actual or potential opposition to its policies. In addition, the government of Afghanistan itself has begun to publish a list of up to 12,000 names of persons who had actually died, mainly as political prisoners, in Kabul jails after April, 1978. The dead included professors, teachers and students.

In its report, Amnesty also gives information on releases. For example, Doan Quoc Sy, a well-known Vietnamese writer, was released during the early months of 1980 along with Nguyen Dinh Toan, a writer and poet who had been in detention since 1977. Nevertheless, Tran Thanh Thuy, a 47-year-old former teacher of English and French who worked in the Ministry of Education in Saigon until 1975, has been adopted by Amnesty International as a prisoner of conscience because he attempted to leave Viet Nam by boat. His case is not an isolated one.

Amnesty's position is not only to gather information about the situations relating to violations of human rights in countries, but also to effect the release of persons detained by governments because of their beliefs, race, religion, ethnic background, language, sex, creed, etc., provided they have neither used nor advocated violence. Amnesty has also a major programme against torture and executions. All three principles are tied to a fourth; fair and speedy trials for all persons arrested. An examination of some of the information relating to El Salvador will clarify the plight of people subject to repression, especially as events relate to teachers.

Church sources estimate that up to 6,000 people have died at the hands of security forces in El Salvador from January 1980 to September 1980, and Amnesty seeks to hold the government of El Salvador responsible for these deaths. Teachers have been increasingly singled out for murder in the past year, and on 26 July 1980, the army occupied the National University, killing 22 students.

Many teachers have gone into exile and 85 per cent of schools in the west of the country have been reportedly closed. More than 80 teachers, in fact, have been killed in El Salvador and the numbers are growing. Alvaro Rafael Rodriguez Olmedo, aged 40, was detained at home in the presence of his mother, by National Guards in Ganton Quitazol, 8 p.m. 27 January, 1980. He was beaten in the street, shot and his house ransacked. He died in hospital on 27 January. One could continue the list through another 80 names.

The national University of San Carlos of Guatemala, with its main campus in Guatemala City and several regional branches, is by law autonomous of central government control, a provision incorporated into Guatemala's constitution. The government has attacked it because of its critical thought, its journals and publications which provide a forum of criticism, its legal aid office, and the presence of leading political figures at the University.

Over the years hundreds of students and teachers have been detained, disappeared or been killed outright since 1966, but a new wave of arrests and killings have begun, and 27 teachers and administrators are known to have died.

Their names include Jorge Jimenez Cajas (Law), Julio Alfonso Figueroa (Economics), Horacio Flores Garcia (Architecture), Francisco Fernando Navarro Mejia (Psychology), and Irma Yolanda Reyes Y Reyes (Humanities). Once again the list could be continued extensively.

The point is that being informed is not enough. One must also explore the alternatives for effective concern on behalf of these people, and ensure that we, as individuals, as teachers, act vocally through such avenues as letter-writing to heads of governments in a polite and courteous way because governments do listen and do respond. Amnesty International offers an alternative and we encourage teachers to participate.

CAUT Committee on Collective Bargaining

The CAUT solicits nominations to its Committee on Collective Bargaining for three three-year positions commencing July 1, 1981. Nominations should be sent by March 31, 1981 to Roland Penner, Chairman, Elections and Resolutions Committee, 75 Albert St., Ottawa, Ontario, K1P 5E7.

A nomination should have the approval and be accompanied by the curriculum vitae of the nominee.

ACPU — Comité de la négociation collective

L'ACPU sollicite des propositions de candidats qui pourraient faire partie du Comité de la négociation collective. Le mandat est pour trois postes de trois ans et commence le 1er juillet 1981. Les propositions doivent parvenir au plus tard le 31 mars 1981 à Roland Penner, Président, Comité des élections et des propositions, ACPU, 75 rue Albert, pièce 1001, Ottawa, Ontario K1P 5E7.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae.

NATIONAL NOTES

by Jill Greenwell (Relations with Government Officer)

Meeting with the Council of Ministers of Education

A delegation headed by Dr. Israel Unger, the President of CAUT, met with representatives of the Council of Ministers of Education on December 5th. CAUT discussed with the Council tax problems facing the university community, certain aspects of university funding, and the Established Programmes Financing legislation of the federal government. In matters of funding, CAUT pointed to some of the myths of current discussion (that university salaries were rising in real terms when they were not, that scientists and researchers are in over-supply when they will soon be in short supply, that graduates are driving taxis when there is less unemployment than for equivalent groups in the economy). Most of the discussion focused on the Established Programmes Financing legislation. It seemed to the CAUT delegation that the ministers were concerned about the probable action of the federal government to end its cash payments for postsecondary education. CAUT urged on them the importance of a significant role in the discussions for the university community and the provincial higher education departments rather than treating EPF as an arcane mystery to finance ministers and first ministers. CAUT followed this up with a brief to all the ministers.

NRC unveils long range plan

The National Research Council's first long range plan points to the low volume of research being conducted in Canada's relatively small manufacturing industrial sector as an important cause of current national economic difficulties, and calls for a major investment in the manufacture and support of high technology products as part of the solution to the problem.

Canada's objective, according to The Urgent Investment, released recently, should be to double the output of the technology-intensive industrial sector from its current level of \$20 billion by 1990. This, the plan estimates, would create 650,000 new jobs and improve our balance of trade by some \$12 billion.

Apart from its central target of industrial expansion in the high technology field, the plan also outlines five other major objectives:

- the reduction of regional economic disparity through the development, with the provinces, of science and technology programmes in such areas as the oceans, energy, and food.
- expansion of energy research and development, especially in alternate sources and conservation.
- increase NRC's internal basic research capacity (core support) from the current level of 25% to 30% by 1985-86.
- research on the social impact of technological development, with particular emphasis on safety, health, and the environment.
- a broader and more effective communications programme with the industrial and general public, and other levels of government.

The Council's plan outlines three funding options to achieve its targets:

- Option I — the most ambitious, but perhaps not wholly unrealistic — would be to increase the NRC's 1980 budget of \$240 million and manpower resources of 3,100 to \$1,250 million by 1990 (essentially only a doubling in constant dollars of its current budget) and a boost in manpower to 6,570. Known as the Flexible Resource Level, this option would not only permit the implementation of the long range plan as proposed, but would also include resources to allow the Council flexibility in accepting new proposals.
- Option II assumes partial implementation of initiatives proposed by the plan, no new projects until the fifth year of the plan, with a total budget of \$870 million and 6,100 personnel by 1990.
- Option III — the gloomy view — assumes severe pruning of the plan's objectives and a curtailment of the many new projects constantly being considered.

The plan includes a brief analysis of the economic impact of the NRC's current industrial science and technology programmes, and points out that its Industrial Research Assistance Programme between 1973 and 1977 spent a total of \$93.5 million (constant dollars) on 485 projects which resulted in a directly attributable \$1.84 billion in increased sales to the companies concerned. Not only did industry get a 20:1 (constant dollars) return on the investment, but the government got \$350 million in corporate taxes on the sales of \$1.8 billion!

The plan has already been submitted to the government and it is hoped that the Cabinet will be able to decide on which funding option it wishes to accept before budget announcements for the next fiscal year are made.

In the meantime, the NRC is inviting CAUT members to send their comments or letters of support to the Minister of State for Science and Technology, John Roberts, with copies to the President of the Council, Dr. Larkin Kerwin. Copies of the plan are available free of charge from the Public Information Branch, National Research Council, Ottawa, KIA 0R6.

Research fears growing

Growing fears that the federal government does not intend to fund research in the social sciences and humanities at the same level as that in the natural sciences, engineering and medicine surfaced in early November when the President of the Social Sciences and Humanities Research Council was reported to have been asked to prepare 1981-82 budgets based on a zero per cent increase and a 10 per cent cut. This rumour was confirmed by part-time Minister of State for Science and Technology, John Roberts, at a recent meeting with scientists in Ottawa during December. (See story by Dr. John S. Cowan re: December lobby by scientists). CAUT members are invited to urge Mr. Roberts to ensure that SSHRC continues to receive an appropriate level of funding for research.

Ryan replaced

Jean Louis Roy, former president of the Fédération des associations de professeurs des universités du Québec, has been appointed Editor of *Le Devoir*, replacing Claude Ryan nearly three years after he became Québec's Liberal Party leader. Dr. Roy, 39, a professor of French-Canadian studies at McGill University and a member of the Québec human rights commission, is the author of several books including collections of poetry and works on constitutional issues and politics.

Ontario prohibits sexual harassment

Protection against sexual harassment by employers, fellow employees, landlords and fellow tenants, with fines up to \$25,000, are among the sweeping changes to the Human Rights Code recently introduced by the Ontario Government. Among the other main changes proposed are:

- the mentally and physically handicapped, and victims of past injuries such as those who have received workmen's compensation benefits, will be protected against discrimination. Handicap is broadly defined as bodily injury, deformity, or infirmity including epilepsy, paralysis, amputation, blindness, deafness, muteness as well as mental retardation or mental disorder.
- discrimination on the grounds of age will be prohibited down to 18. At present, the code is aimed mainly at discrimination against older people but by lowering the limit to 18, landlords will no longer be able to refuse housing on the grounds that the applicants are too young and employers will be prohibited from using age as a reason for refusing to hire, fire or promote.
- domestic workers, formerly excluded from the code, will be protected against discrimination in employment.
- employers will not be able to refuse to interview and hire those who have been convicted of offenses and been pardoned under the federal Criminal Code, or can show they have been rehabilitated following convictions under provincial law.

In addition, procedures for faster processing of complaints by the Ontario Human Rights Commission are proposed, which in future will be required to submit written reasons if it decides not to appoint a board of inquiry into an unresolved complaint. Boards will have the power to recommend the initiation of affirmative action programmes within companies to rectify systematic discrimination; be able to award damages, up to \$5,000, for mental anguish; and in some circumstances involving the handicapped, are authorized to make orders for access to premises and facilities.

(NB: The CAUT Guidelines concerning Professional Ethics and Professional Relationships are being revised in order to provide a clear definition of what would constitute sexual harassment of one's colleagues and students. The CAUT is also considering endorsement of a recommendation by the federal Human Rights Commission that mental handicap (retardation), mental illness and previous history of mental illness or dependence on alcohol and other drugs be added to the proscribed grounds of discrimination under the Canadian Human Rights Act.)

An Ontario look at universities without faculty or students

There has been angry reaction to Education Minister Bette Stephenson's refusal to appoint any faculty or students to the newly formed committee studying the future role of the universities in Ontario. The committee which includes representatives from the Ontario Council on University Affairs, the Council of Ontario Universities and executives from Southern Incorporated, Guarantee Trust and Noranda Mines, has the following terms of reference:

- to develop a public statement of objectives for Ontario universities in operational terms;
- to relate the cost of meeting these objectives;
- to consider modifications to the funding mechanism;
- to define the roles of the Council of Ontario Universities, the Ontario Council on University Affairs and the government of Ontario; and
- to recommend policy changes in the universities to meet the objectives.

In rejecting a request by the Ontario Confederation of University Faculty Associations for representation on the committee by the working academics of Ontario, the Minister claimed that she did not want narrow interest groups represented. A preliminary report is expected by the end of February 1981 and a final report will be issued by June 30, 1981, following discussions with the university community and the general public.

Stipends to graduate students

Effective September 1, 1980, Natural Sciences and Engineering Research Council grantees are allowed to pay stipends from their research grants to foreign graduate students at a maximum rate of \$575 per month. Preference must however be given to qualified Canadian graduate students. This change in the regulation will be monitored and a full review of the results will be undertaken in the next three years.

The Medical Research Council has however, decided to retain the restriction and only Canadian citizens and permanent residents can be employed on its grants.

Worth emulating

The Association for Women in Science, a U.S. based non-profit organization founded in 1971, has established a National Registry of Women in Science and Engineering. The talent bank which contains some 6,000 listings, is open to any woman in science wishing to be included. The registry is searched regularly to provide qualified candidates for jobs and advisory panels. It also provides speakers and resource persons for journalists and conference planners, although the individual need not be actively seeking employment in order to be listed. Each registrant is coded by major scientific specialty and cross-referenced by other areas of specialization. In addition, data on the individual's educational background, current employment status, and other relevant material is also listed. Candidate lists, consisting of one-paragraph mini-resumes for each individual, are sent to recruiters from academic, government and industry in response to notices of open jobs and advisory panel positions. About 2,000 candidates are referred each year. The Registry is funded principally by optional one-time only registrant donations and employer fees. A typical employer search fee is \$60. Registrants are not however required to join the Association for Women in Science, nor are they billed for referral services.

Saskatchewan appoints science advisor

Dr. Alex J.V. Guy has been appointed special advisor to the provincial government on future science and technology policy for Saskatchewan.

THE UNIVERSITY OF NEW BRUNSWICK

is seeking applications for the position of

Dean of the Faculty of Forestry

The Faculty of Forestry is the only professional Forestry School in Atlantic Canada and has a long and distinguished history in education, research and service. The Faculty has active undergraduate, graduate and continuing education programs and expanding research activities.

Current developments include a projected PhD program and participation with industry and government in a projected Forestry Complex — a centre of excellence for forest-related research and development.

The Dean should have outstanding academic, administrative and research qualifications and be capable of providing strong leadership in forestry education, research and in maintaining and developing productive cooperation with the forest industry and government.

Applications should be submitted to:

Dr. R. E. Burridge
Vice-President (Academic)
Chairman, Search Committee for Dean of Forestry
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Canada



by March 1, 1981, and should include a curriculum vitae and the names of three referees. It is hoped to make an appointment effective July 1, 1981.

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NOTES FROM WASHINGTON

by Clive Cookson

Now that the first shock of the November 4 election results has worn off, American higher education is looking on the bright side of President Ronald Reagan's victory and the Republican take-over of the U.S. Senate. In particular, colleges and universities are looking forward to less federal interference and government regulation, if the new administration lives up to Reagan's campaign rhetoric.

A large majority of the people who work for the national higher education associations had hoped President Carter would win a second term, because his administration has on the whole been good to them. No opinion polls of university teachers were taken during the 1980 campaign, but, on the basis of past surveys of professors' political views, one can state fairly confidently that a majority will have voted Democratic — though reluctantly in many cases.

After the election the educational associations moved quickly to build bridges to the Reagan camp, where most of them had no contacts at all. At the same time their leaders tried to calm fears that the sharp swing to the right might lead to the rejection of the national consensus which has dominated the development of American higher education since the late 1950s.

Jack Pettason, who is president of the biggest group, the American Council on Education, warned: "College and university leaders would be ill-advised to adopt any conventional wisdom of negativism toward President-elect Reagan. In the first place, they have no reason to believe that Mr. Reagan and Republican leaders in the Congress will not work to encourage the quality and productivity of higher learning. Second, Mr. Reagan has promised to address fundamental economic and political problems that have been at the root of problems faced by colleges and universities."

It is difficult to tell what sort of response the educational organizations were getting amongst Ronald Reagan's large and apparently disorganized transition staff. However, it soon became clear that, unlike Jimmy Carter, the president-elect personally was not really interested in education, scholarship or research — something that those who had studied Reagan's record as Governor of California from 1966 to 1974 already knew. (Apart from some well publicized clashes with the University of California administration during his first term, over student unrest, Governor Reagan's attitude to the state's colleges and universities was one of fairly benign neglect.)

Adding to the uncertainty about the Reagan administration's likely attitude to higher education was the fact that at the time of writing (Christmas) the president-elect still had not named a Secretary of Education — leaving the Education Department (ED) as the only cabinet-level federal agency without a registered head. Apparently he was finding it very difficult to persuade anyone suitable to take the job, which might only be temporary.

For Reagan pledged during his election campaign that he would abolish ED, which Congress created at the request of President Carter less than two years ago. Although the new president might have trouble persuading Congress to pull ED apart again so soon, his senior political adviser, Edwin Meese said last month that Reagan still wanted to put an end to what he called a "ridiculous bureaucratic joke". Meese told a meeting of the U.S. Chamber of Commerce that the architects of the fledgling agency "took functions that were already in existence in other portions of government, slapped them together, put in a secretary and a bunch of assistants who were almost all dedicated to the objectives of a particular special interest group, and then sent them out to do mischief on the children of America."

The new administration's first major initiative in education policy may be a proposal to introduce tuition tax credits. The Republican party platform, which formed the basis of the Reagan-Bush election campaign, called for students or their parents to be given a federal income tax credit to offset some of their tuition fees, and Reagan has expressed personal support for such a tax break.

The Carter administration, along with almost all Washington's higher education lobbyists, vehemently opposed tuition tax credits, which they saw as inefficient, inflationary and unfair (because middle and upper income families who need the least financial aid would receive the greatest benefits.) Nevertheless Congress very nearly passed a bill introducing tuition tax credits three years ago; it failed only because the Senate and the House of Representatives could not agree whether to include elementary and secondary schools as well as colleges and universities.

The higher education associations, particularly the American Association of State Colleges and Universities, will lobby hard against tuition tax credits again this year, but with a much more conservative Congress and a Republican administration supporting the proposal, the odds must be against them. If tax credits are enacted, federal student loan and grant programmes, which have expanded greatly during the Carter presidency, will be an even more tempting target for Republican budget cutters.

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Lakehead University

Foreign ownership a red herring

by Errol Black

The Economy of Canada: Who Controls It?
By Jorge Niosi, translated by Panalopa Williams with the collaboration of Hugh Ballam. Black Rosa Books (Montreal, 1978), pp. 179.

In the 10 year period immediately preceding the publication of this book, the major preoccupation of students of the Canadian economy, including social scientists, politicians and the general public, was the issue of foreign ownership in the Canadian economy.

This situation was reflected in a proliferation of studies documenting the extent of foreign (in particular, American) ownership, analysing its implications and formulating proposals for reversing past trends. Most of this work, especially the parts of it that were popularized in the press and absorbed into the rhetoric of politicians, nurtured the belief that repatriation of the Canadian economy would result in a quantum jump in our ability to solve economic and social problems.

Unfortunately, while most of us were on the foreign ownership bandwagon, some key aspects of the Canadian economy and society were either obscured or ignored, e.g., that roughly 45 per cent of assets in the non-financial sectors of the economy were owned by individual Canadians, a further 18 per cent by governments; that virtually the entire financial sector was owned by individual Canadian corporations with holdings in many sectors of the Canadian economy and abroad; that there were big Canadian capitalists; and that the particular patterns of ownership in the Canadian economy didn't happen by chance but were accommodated and encouraged by the actions of Canadian governments and Canadian capitalists.

At the outset, the author states that his subject is large Canadian-owned corpora-

tions, and his purpose is to use existing data sources — including some which have not been thoroughly analysed before — to assess the applicability of the three main theories of corporate control in the Canadian context and demonstrate the existence of a self-perpetuating bourgeoisie/ruling class in Canada.

Niosi defines control as "... the ability to choose the board of directors (or a majority of its members) of a joint-stock company." (p. 12). This concept is, he stresses, to be distinguished from that of influence which involves "the ability to bring about changes in the long-term policy of a company... without being in a position of control over that company." (p. 12). Armed with this definition, the author proceeds to evaluate the main theories of corporate control as they apply to the Canadian situation.

Chapter 1 focuses on the theory that capitalist economies are controlled by financial capital. This theory has two variants.

The first version comes to us from Rudolph Hilferding and Lenin. It argues that financial capital — in the form primarily of banks — gains control because of the strategic role it plays in money and capital markets. This role leads either to direct control of industrial and commercial capital through acquisition of voting stock and I.O.U.s, or to an amalgamation of financial and other forms of capital. This is the version which F. and L. Park argue, in their book, *Anatomy of Big Business*, fits the Canadian situation.

The second version of this theory, developed to explain the American situation, suggests that commercial banks gain control almost by accident rather than by design. The impetus for bank control has come "... from the accumulation of stocks in trust departments, especially pension-fund trusts." (p. 19). This accumulation forces the banks, as a matter of self interest, to expand their influence over and ultimately seek control of industrial and commercial capital.

After a careful review of the main issues

raised by this theory, Niosi uses historical and contemporary data to demonstrate that chartered banks, trust companies, life insurance companies, investment companies and investment banks have not in the past, and do not now control industrial and commercial capital in Canada. Nor is there any evidence that such a development is imminent.

In Chapter 2, Niosi turns his attention to the theory that, with the increasing dispersal of common shares, control of large corporations has passed from shareholders to the custodians of capital, namely, senior management and non-ownership directors.

After a careful discussion of the main arguments for and against this theory, Niosi draws on the data he has assembled to test its relevance for the Canadian economy.

The data base consists of detailed information on 145 companies with minimum assets of \$100 million: "... 81 independent companies, 55 subsidiaries of these independent companies, seven chartered banks ... and two subsidiaries of these chartered banks."

For the purpose of determining the extent of managerial control, Niosi, following similar studies done in the United States, sets up a four-fold classification based on the voting-share holdings of individuals, families or groups of associates who are the major shareholders: 80 per cent or more, semi-absolute or private; 50 to 80 per cent, majority; 20 to 50 per cent, minority; and 5 per cent or less, managerial or internal control.

The distribution which results for the 136 companies Niosi classifies is as follows: semi-absolute, 9 per cent; majority, 21 per cent; minority, 38 per cent; and managerial or internal, 32 per cent. Moreover, the 44 companies which are internally controlled account for 57 per cent of the total assets in the group.

Given these results, Niosi then poses two questions: first, was managerial control established in these companies as a result of share dispersal; and secondly, is there evidence of a trend which conforms to the stages of control conceived by Berle and

Means? His answer to both of these questions is — a qualified — no.

Finally, in Chapter 3 Niosi confronts the theory that major corporations, and therefore the economy, are controlled by an economic elite. Starting with the ideas of C. Wright Mills, Niosi progresses to an evaluation of the work done by John Porter and Wallace Clement, the main proponents of this theory in Canada.

For Porter, the economic elite in Canada consists of the owners of large Canadian companies and their coterie of advisers — legal, financial, etc. — on boards of directors. Clement, while he extends and enriches the work of Porter in many ways, retains this definition.

Using data on the composition of the boards of directors of the 136 companies classified in Chapter 2, Niosi is able to demonstrate that lawyers and other experts recruited to boards of directors are there solely in a consultative capacity and have no share in the control of the companies on whose boards they sit. By this process of exclusion he ends up with the owners, supported by senior managers with an important economic stake in the enterprise but no significant claim in its ownership, in control of Canadian companies.

By the end of Chapter 3 Niosi's own views on who controls the Canadian-owned segment of the Canadian economy are apparent. These ideas are brought together in Chapter 4 — the concluding chapter.

He concludes that big Canadian companies are controlled by a bourgeoisie comprised of (a) families who have maintained control of major companies for generations, (b) individuals and (c) groups of associates. This bourgeoisie is concentrated in Montreal and Toronto and in the non-industrial sectors of the economy.

This is an important and provocative book and should stimulate much additional research and debate on the nature of Canadian economy and society. There will be those who will, in an attempt to salvage the ideas which Niosi has called into question, seize on its limitations, for example, deficiencies in data which make his refutations of the other theories of control tentative rather than definitive. And there will be others who will attempt to extend Niosi's work to show that his bourgeoisie is indeed a ruling class in the sense that it dominates the political and cultural spheres of Canadian life.

All of this augurs well for the social sciences in Canada.

Prof. Black is with the Department of Economics at Brandon University.

Censured Administrations

The following university administrations are under CAUT censure:

Board of Governors

UNIVERSITY OF CALGARY (1979)

The third stage of censure was placed on the University in May, 1980. President and Board of Regents

MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)

The third stage of censure was placed on the University in May, 1980.

TECHNICAL UNIVERSITY OF NOVA SCOTIA (1980)

(formerly Nova Scotia Technical College)

The first stage of censure was placed on the University in May, 1980.

Note: 1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the CAUT Bulletin.
2. Under the second stage of censure faculty members are advised to in-

form themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association and other publications.

3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.

4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the CAUT Bulletin continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the Bulletin for universities under the third stage of censure.

Information about the events which led to censures may be obtained from:

The Executive Secretary

Canadian Association of University Teachers

75 Albert Street, Suite 1001

Ottawa, Ontario

K1P 5E7

Hope for restoring liberal education

by Michael D. Behiels

Liberal Education and the Modern University by Charles Wegener, The University of Chicago, Chicago: 1978.

Without reservation, this book is the best study to emerge on the subject of liberal education in a long while. It is, I feel, essential reading for anyone attempting to comprehend the obstacles confronting the reinstatement of a genuine liberal education in our modern multiversities.

To the author's credit he proposes an economically and politically viable 'program' based on what he defines as the essence — in a philosophical sense — of all liberal arts education. Consequently, his approach can be readily adjusted to the varying constraints and requirements of colleges and universities both in the United States and Canada.

What is becoming increasingly clear to a great many concerned educators is the growing crisis engulfing higher education in North America.

Indeed, many Canadian and American educators agree that the essence of the crisis is the precipitous decline of the concept and practice of a liberal arts undergraduate education.

There are those like George Grant, however, who contend that because of the dominance of technology and technique and the concomitant ideology of liberalism of the ruling classes at the helm of the North American "state capitalist structure," the prospect of restoring a liberal arts education in the university curriculum is doomed to failure.

Charles Wegener, the Howard L. Willert Professor in the College at the University of Chicago and chairman of the Committee on Ideas and Methods, argues that a proper understanding of the concept and practice of a liberal arts education, as well as a keen insight into the numerous obstacles preventing its restoration within the modern university, will enable any dedicated group of serious educators to turn the tide.

Readers must be forewarned. *Liberal Education and the Modern University* does not take the traditional approach, "here is the problem and here are the ready-made solutions." Rather, the author offers a "how-to-think-constructively-about book" which strives "to rediscover and redefine a persistent problem in the interest of encouraging attempts at its solution" (p. vii).

Wegener says that the discussion and resolution of the problems of liberal education can only take place profitably if the true nature of the revolution which transformed American institutions of higher education in the last quarter of the nineteenth century is understood. The traditional idea of a university, articulated so well by John Henry Newman in the 1850's, was radically redefined by Daniel Gilman of the Johns Hopkins University, Charles Eliot of Harvard, Nicholas Murray Butler of Columbia University and, most importantly, William Rainey Harper of the University of Chicago.

The modern "university idea" entailed the placing of research and democracy at the centre of all university activity and programs. This redefinition of the university idea "remodelled the actuality of an institution of learning and education; it gave new meaning to the 'professoriate'; it removed the limitations on subjects and subject matters which had characterized schools, colleges, and universities; and, inevitably, it imposed new requirements, new activities,

new options, and new problems upon students — that is, it effectively redefined teaching and learning" (p. 13).

Secondly, American liberal democracy in the post-bellum era had a profound impact on how modern American universities perceived their role toward the external world and their structuring of professional education.

Liberal democracy required "not only that the university was to be accessible to the qualified . . . but that its activities and their fruits should expand to enrich the lives of men by transforming the culture of the communities of which the university is a part" (p. 68).

The universities also set out to take on the responsibility of all professional education by creating schools "not to train adequate practitioners replicating the existing professionals, but to engage in a continuing redefinition of the scientific base on which techniques and practice rest: they were to be places in which the profession was itself critically examined and intellectually restructured" (p. 40). The impact of this change on the traditional liberal arts undergraduate curriculum was dramatic. A system of electives and preprofessional programs were introduced. These developments destroyed the integrity of the old classical curriculum.

The author adopts an attack which is both refreshing and disconcerting. Rather than meeting the challenge head on, Wegener, adopts the Socratic approach. He involves the reader, through a process of induced reflective thought, in the definition of the problem and the working out of a generic solution. The restoration of liberal education in its generic sense entails "a radical transformation in our thinking, for it requires us to think of the intellectual world as constituted not in what we know or don't know, or in what we understand more or less well, but in what we do or do not do, or do more less-well or badly, that is, in activities in which we engage" (p. 117).

A liberal arts education, then, is not one associated with certain subject matters, certain types of institutions, a specific curriculum. Most emphatically, it is not research or teaching geared to the solution of social or economic problems which ignore the nature of the intellectual enterprise being pursued. "One might," writes Wegener, "put the basic objective of liberal education very simply by saying that it is an attempt to create a sophisticated intellectual" (p. 94).

The challenge, then, of liberal education is to determine and establish the appropriate "intellectual circumstances under which it is maximally probable that the reflective moment of intellectual activity will serve the purpose of permanently transforming the relationship of an individual mind to the intellectual world so that persons may become freely functioning participants in intellectual activity and autonomous members of the intellectual community" (p. 126). If this prescription is followed, the question of what courses constitute an appropriate liberal arts curriculum is settled. All its subjects and disciplines must provide students with stimulants to reflection, materials for reflection, and techniques for reflection. What is crucial, of course, is the process not the content of the curriculum.

What is being taught and what is being thought about must be one and the same subject matter. Liberal curricula — an institution can have more than one — must be reflective, habit-forming, systematic and complete. They must entail a structure of activities or disciplines "for ensuring that disciplinary questions and problems are systematically raised and discussed rather

than as a set of answers to the questions and resolutions of the problem" (p. 141).

The crucial element in Wegener's definition of liberal education is, of course, teaching. Teaching in a liberally educative curriculum is "a shared process of reflective thought" (p. 147).

He chooses as examples, two reflective men, John Dewey and René Descartes. Most readers will, no doubt, make a judgment as to whether or not they and their colleagues meet Wegener's criteria or should be included in his category of cast-off 'academic zombies.' His point that even the best students will find the transition to a "thinking" rather than a "learning" process difficult and frustrating is a pertinent one. While excellent at mastering subject matters, these students have not been made aware of the intellectual order which organizes the material.

The task for teachers is difficult but not impossible. A dedicated group of university teachers, armed with Wegener's reformulated conception of a liberal education and carefully constructed liberal curricula, can teach students to think clearly, ask pertinent questions and write effectively. If properly implemented the teachers should also experience a learning process and its rewards.

Wegener makes it all seem so logical, so straightforward, in effect, too easy. Many educational reformers have tried his prescription, or a variant of it, and have failed. Some educators complain bitterly that liberal learning and the leadership it ostensibly is supposed to engender are despised and ridiculed as elitist and undemocratic. This raises the question as to

whether or not there exists within our modern universities obstacles even more powerful and persuasive than simply their commitment to the expansion of knowledge through research and their democratic imperative to expand the intellectual community to the world at large.

In *The Higher Learning in America* (1918), Thorstein Veblen illustrated that American universities were the products of, and deeply embedded in, a competitive materialistic culture dominated by a "market" economy and an entrepreneurial ethos. The pursuit of knowledge by an elite community of scholars — what Veblen believed the university to be — was being destroyed by the businessmen and their profit and loss, scientific-management, corporate ethic which had come to dominate university governing boards and administrations.

Many of the problems raised by Veblen, such as the blacklisting of professors, the lack of academic freedom and pitifully low salaries, have been overcome in the intervening years. Nevertheless, it appears to this reviewer that Veblen's critique remains valid, perhaps even more so today.

However, one should not despair. The proponents and practitioners of genuine liberal education have not acquiesced to the demand that they become unqualified legitimizers of the ideology of advanced industrial capitalism. The strength of Wegener's work is that it proposes a strategy of reform for restoring liberal education which lies within the realm of possibility. In doing so, Wegener's proposals stand a good chance of gaining the attention of concerned educators and serving as a catalyst of reform. *Liberal Education and the Modern University*, while difficult to read because of its Socratic style of argument, provides an excellent understanding of the major challenge confronting higher education and "how" that challenge can be met. The stability and continuity of our civilization as we know it will depend, in large measure, on how well we as educators meet that challenge.

CAUT ACPU

Civil Liberties Defence Fund

Individuals, local and provincial associations are invited to contribute to the CAUT Civil Liberties Defence Fund. The Fund has been established as a Charitable Trust for the following purposes:

1. To advance and assist in the attainment and defence of civil liberties
2. To support individuals and groups seeking to establish or protect their freedom in any field
3. To promote public awareness as to the issues affecting civil liberties and freedom

A Board of five trustees, who are members of the Academic Freedom and Tenure Committee, administer the Fund under the terms of the Trust document and by-laws passed from time to time.

Contributions are tax-deductible and all contributions will be added to the principal of the Fund. Until the principal reaches \$100,000 disbursements may be made only from the earnings of the Fund.

To make contributions or for further information please write to:

The Executive Secretary
Canadian Association of University Teachers
75 Albert Street, Ottawa
K1P 5E7

Prof. Behiels is with the Department of History at Acadia University.

Concise guide to teaching evaluation

by Christopher K. Knapper

Evaluating University Teaching: A Review of Research, by Harry G. Murray. Toronto: Ontario Confederation of University Faculty Associations, 1980. Pp. 64.

In the early 1970s OCUFA commissioned Harry Murray, of the Psychology Department at the University of Western Ontario, to conduct a review of research on the evaluation of university teaching in the face of expressed concern by many academics about the validity of student ratings of instruction.

Student evaluations were being used increasingly as a source of data concerning teaching effectiveness. Not only were such ratings being published widely in the form of student anti-calendars, but the results from these assessments were given as evidence of satisfactory academic performance in merit, tenure and promotion reviews.

In 1973 CAUT issued guidelines on student evaluations. While encouraging their use as a source of valuable information on classroom performance for the individual teacher concerned, they cautioned that student ratings could be an unreliable basis for the decisions of tenure and promotion committees.

The OCUFA Guide to Teaching Evaluation appeared the same year, and provided an important complement to the CAUT guidelines. Murray's short but careful review of the available research evidence provided an accurate summary of current findings on teacher rating forms, including their reliability, validity, and the various artifacts that might contaminate the ubiquitous student assessments.

Evaluating University Teaching is over twice as long as the earlier Guide and is written as a narrative, rather than an expanded annotated bibliography. Since Murray first reviewed the literature in this field, the use of student evaluations has become virtually entrenched in Canadian universities. Concerns about their appropriateness and validity, however, remain.

Murray begins by describing the purposes of evaluation and the different methods of assessing instruction that are available. There is a brief survey of current evaluation practices and faculty attitudes toward such procedures, although there is unfortunately no specific information about the situation in Canadian institutions.

Subsequent chapters deal with the perennial questions of the reliability and validity of teacher rating forms, and discuss the relationship of ratings to independent measures of student learning. Murray's selection of relevant studies cannot be faulted, and he negotiates the jargon-ridden educational research in the field with admirable clarity and objectivity.

Although the bulk of the work cited is American, due attention is paid to leading Canadian researchers, including the group of psychologists at Manitoba who have carried out extensive investigations of the "Dr. Fox" effect — the notion that a glib entertaining lecturer can produce spuriously high ratings of effectiveness. (Murray concludes, probably correctly, that the short-term charismatic influence measured in experimental settings would be unlikely to carry over to the real classroom, where

teaching must continue over a thirteen-week term.)

In the final section of the report, Murray distinguishes between the use of evaluations to provide data for the improvement of teaching and the use of assessment in personnel decisions, but he concedes that most instruments in use cannot perform both tasks equally well. He argues forcefully that teacher rating forms — preferably supported by other sources of evidence — can be used successfully to identify good and bad teachers, and that indeed "student ratings are the most defensible measure of teaching for use in administrative personnel decisions."

The limitations that Murray himself outlines, however, make salutary reading for promotion and tenure committees. In the first place, student rating forms provide information about only one component of university teaching, classroom instruction, and ignore aspects of teaching that may be equally important, including the supervision of research, curriculum design, student counselling, and so on.

Secondly, teacher ratings tend to focus on the delivery of instruction, rather than instructional content.

Thirdly, a variety of extraneous factors can affect ratings, including the type of form used, the method of instruction, the size of class, the type of course, and the motivation of students enrolled in the course (e.g. is the course required or an elective?).

Since instructional evaluation affects faculty members' career prospects in a very direct way — and has potential implications for academic freedom — it is not surprising that both OCUFA and CAUT have concerned themselves with evaluation policies and practices. In 1977 the second CAUT monograph was devoted to this topic (*If Teaching Is Important... The Evaluation of Instruction in Higher Education*).

In contrast to the original OCUFA Guide, the CAUT monograph took a much broader approach to instructional evaluation. There were discussions of academic freedom, and how teaching relates to the goals of the university, as well as material on the evaluation of other academic functions (apart from classroom teaching), and what types of assessment can be used as alternatives to teacher rating forms.

Murray's latest review refers frequently to the CAUT monograph — often quite critically. For instance, he regards the famous call for a "moratorium" on the use of rating forms for administrative decision-making as naive, and argues strongly that such forms, when used properly, are the best available guide to classroom performance. At the same time, Murray's much expanded treatment of other types of teaching assessment (e.g. evaluation of course materials, classroom visits, etc.) provides a range of alternatives to the teacher rating form.

In this regard it is perhaps unfortunate that the most recent product of the CAUT Teaching Effectiveness Committee is not mentioned in the book. This is the "teaching dossier", which was described at length in the *CAUT Bulletin* of May 1980, and which has attracted widespread interest in Canada and abroad as a means for faculty to present the "best case" for their teaching, in which student opinions are but one element.

These small caveils aside, however, Murray's short monograph provides a valuable, handy and concise guide to the current state-of-the-art in teaching evaluation that should settle many a review committee argument about just what the research does and does not say.

Christopher Knapper is Teaching Resource Person at the University of Waterloo and a member of the CAUT Teaching Effectiveness Committee. His most recent book is "Evaluating Instructional Technology" (New York: Halsted Press).

CAUT Refugee Foundation

The CAUT Refugee Foundation was created by the CAUT Board in August 1979 to facilitate assistance to refugees from Southeast Asia resettling in Canada. Trustees of the Fund are members of the CAUT Administration Committee.

The CAUT Refugee Foundation can assist in one of two ways:

1. Financial donations from individuals and local provincial faculty associations may be sent directly to the address below. Receipts for tax purposes will be issued. The money received will be applied at the discretion of the trustees of the Foundation to assist refugees admitted to Canada under the federal government refugee sponsoring programme.

2. Funds collected by local university sponsoring groups may be processed through the CAUT Refugee Foundation to become eligible for tax deductible status. All such funds will be returned to the local sponsoring group to be applied in the support of a refugee family.

Local and provincial faculty associations and individual members of CAUT are urged to consider sponsoring a refugee family in one of the ways outlined above.

For further information please write to:

The Executive Secretary
CAUT Refugee Foundation,
1001-75 Albert Street, Ottawa, Ontario, K1P 5E7

Prescriptions for improvement

by Richard Bellaire

Canadian Universities 1980 and Beyond. Peter M. Leslie, Study No. 3 — AUCC Policy Studies: Association of Universities and Colleges of Canada, Sept. 1980, Pp. 445.

Like a good medical check-up, Peter Leslie's study of the Canadian universities details the major problems with the health of higher education. And like a good doctor, he offers some prescriptions to improve the condition of the patient.

As the subtitle of the book indicates, Leslie is interested in three major aspects of universities — (1) the enrolment problem (2) the structural change and (3) the financial question.

On the question of enrolment into the 1980's and 1990's, the author reviews the well-known and dramatic drop in the 18-24 year old sector of the population, the traditional drawing place of university students. Though Professor Leslie does criticize the generally applied methodology on participation rates, particularly in a time when the age composition of the university population may be changing, it seems unlikely that an increase in the participation rate will overcome the drop in enrolment due to the 'post-post-war baby boom.'

On the structure and finance of the Canadian university system, Leslie provides a very good overview of the methods by which each province handles the organization and funding of higher education. Two of his chapters end with extended and exhaustive reviews both of the governing structures of the provinces — granting committees or regional commissions — and the funding mechanisms.

On funding Leslie finds the provinces using a variety of quasi-discretionary and quasi-historical methods for determining the total amount of money to be transferred to the university system and for determining how that money will be allocated among the existing universities in the province.

In general, the provinces have adopted procedures tying the allocation to enrolment figures but with many dampening and retarding factors built into the formulae which tend to make the allocation dependent on historical breakdowns of student

population from the mid 1970's. One point Leslie does stress is that with declining enrolments across the board, these methods will not continue into the future as provinces become more concerned with the total money going to the university system.

Over the ten provincial systems stands the Federal government whose role in post-secondary education is as large as it is unclear. As Leslie writes, "... no general statement of the federal concern or purposes regarding education at any level has ever been made, perhaps because it would draw too much fire from the provinces".

We are left with the situation of the federal government paying from two thirds to one hundred percent of the costs of post-secondary education (including community colleges) without a policy relating to higher education, or to research or to manpower. The Federal government contributes very large sums of money to universities indirectly through the Federal-Provincial Fiscal Arrangements Act 1977 (some 3 billion dollars in 1980-81) and in times of multi-billion dollar federal deficits the federal government may be looking much more closely at this transfer in the future.

Leslie's prescriptions are more in the form of options to the universities, the provincial government and the federal government. He states that control for education must rest with the provinces but with the government having a role in a number of special areas such as interprovincial mobility, research, special programmes like bilingualism and student loans.

On the important question of funding, the author mentions a regression study done in Britain which tries to determine the relative costs of programs and departments which could lead to a much greater differentiation of fees based on the different costs.

Professor Leslie does not deal directly with the question of faculty size, faculty salaries, redundancy or exigency though he does mention the problem of aging in the faculty.

Professor Leslie has provided us with a very useful report on the health of the patient; it is to be seen whether in the next 20 years Professor Leslie may have need to do an autopsy on the patient.

Richard Bellaire is a Professional Officer with CAUT.

ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

You are not too young to start an RRSP

by David Balzarini

Most individuals realize that Canada and Quebec Pension Plan payments are deductible from income for tax purposes. Most individuals also realize that the same is true for registered pension plan contributions. Many individuals also realize that the same is true for voluntary contributions to a Registered Retirement Savings Plan (within certain limits).

The number of individuals who utilize this latter provision, however, is not as large as one would expect and, of those who do, the majority tend to be from the older end of the age distribution. The reason for this is probably that older individuals have larger salaries, settled families, etc., making it easier to save some of their income. There is a limit on the total amount which can be contributed to pension plans and registered retirement savings plans, (i.e. the lesser of 20 per cent of salary and \$3,500). The amount which a typical older person, whose salary and pension contribution are higher, can contribute to an RRSP is not very large. A typical younger individual can contribute more to an RRSP because her or his smaller salary results in a lower contribution to a registered pension fund leaving a larger portion of the \$3,500 limit available for RRSP contributions. Therefore, investing in an RRSP at an early age not only allows more years for investment but also provides the early years when the amount invested can be larger.

The typical young person is in a situation in which she or he has just recently started earning money, is trying to support a family, is wondering how to buy a house, and may even be re-paying loans incurred as a student. The possibility of having surplus money for investing in an RRSP is usually beyond contemplation. Certain income tax provisions and regulations, however, may alter the possibility of starting an RRSP under these conditions. Interest paid on money borrowed to invest in an RRSP is also deductible from income for tax purpose. In the opinion of this author, a person should start an RRSP now even if there seems to be no possibility of having surplus funds in her or his budget for the foreseeable future.

What is shown in the following is that if an RRSP is started now with borrowed money, there is virtually no net input for the first two years and then a slowly rising level of input for the next few years until the required steady-state level of investment is reached. A person cannot predict with certainty whether she or he will be able to afford to continue the RRSP, but since significant investment is not required until the third year, the decision can be made at that time. If the plan is started now, the individual may:

1. Be in a financial situation two or three years from now in which the investment required to continue the RRSP is within her or his financial means; or

2. Still be in a financial situation which allows no possibility of saving.

If the first situation occurs, the individual continues the RRSP. Continuation of the RRSP and cashing it in after retirement when income will probably be much less results in less tax than if taxes had been paid on the income when it was received and the remainder had been invested in conventional channels. The individual will have made a good decision in starting the RRSP. If situation two occurs, the individual may terminate and cash the RRSP which results in tax having to be paid. However, the individual is virtually no worse off than if she or he had not begun the RRSP and actually will have earned a rate of return comparable to conventional investments.

As well as the two options discussed above and assumed in the rest of the article, there are also intermediate positions. One is obviously to reduce the amount of money borrowed each year. Another one is to make a partial transfer to a new RRSP. In this case, some of the accumulated fund is transferred (tax free) to a new RRSP and then the original plan is collapsed. Tax is paid only on the partial withdrawal.

The tables below are divided according to

effective marginal tax rates. The marginal tax rate which an individual pays depends on income, dependents, province of residence, etc. Since space prevents inclusion of tables for all marginal rates, only two selected rates which cover the range of rates applicable to most of the readership of this bulletin are shown. One of these rates will be used for discussion in the following. The reader may apply the principles to the other rates and interpolate or extrapolate to her or his own case.

We will assume for discussion that an individual has a marginal tax rate of 43 per cent. At first glance this rate may seem large but, in fact, this rate would apply to someone earning \$27,000, supporting a non-working spouse and two children, and living in a typical province. (Any individual estimating her or his tax rate should remember to include Federal and Provincial taxes and also the child tax credit. If the tax tables were used, this is easy to do by simply adding \$100 to taxable income and determining the dollar increase in Federal Tax Payable and Provincial Tax Payable. The effect of the child tax credit must also be in-

cluded. The typical academic salary of an individual with a non-working spouse and two or three children is small enough that this child tax credit must be considered. If the child tax credit applies, the effect is to increase the marginal tax rate by an additional 5 per cent. (Note: this article is based on the 1979 tax year. It is assumed that no significant changes occur for the 1980 tax year.)

We will assume that this individual has no surplus funds to invest in an RRSP but is hopeful that she or he will have in a few years. In the following analysis time is measured in months and years; year one is the twelve months following the February 28 starting point. This date is chosen as a starting point because RRSP contributions made through February 28 are deductible for the previous taxation year.

On February 28, at the beginning of year one, the individual borrows \$2000 for investment in an RRSP. The loan payments are scheduled for \$400 principle repayment on each June 30 for five years (years 1, 2, 3, 4 and 5) and interest at an annual rate of 16% payable each month on the outstanding balance. The \$2000 is invested in an RRSP which yields 12.75% compounded monthly.

On each of March 31, April 30, and May 31, the individual must put in \$26.67 to cover interest payments. On June 30, the individual receives an income tax refund of \$860 which is used for a loan principle repayment of \$400 and the June interest payment of \$26.67 and the remainder is invested in a bank account. In these analyses, it has been assumed that the bank account pays an interest rate of 8% compounded monthly. Each month this account is drawn on to make the interest payment on the loan. As of December 31 of year 1, a total of \$234.67 in interest will have been paid on the loan which will produce an additional tax refund of \$100.91 on June 30 of year 2.

On February 28 of year two, the individual borrows another \$2000 for investment in the RRSP with loan payments of \$400 on June 30 for five years (years 2, 3, 4, 5 and 6) and interest of 16%. The \$2000 is invested in an RRSP yielding 12.75% compounded monthly resulting in \$860 in tax refund due. We will assume that the \$860 and the \$100.91 are received on June 30 of year two and applied to the loan repayments with the surplus invested in the bank account. During the second calendar year, a total interest of \$458.67 is paid on the loans yielding an additional \$197.23 in tax refund for year three.

The net input by the individual as of February 28 of year three, i.e., two years after commencing the program is only \$114.84. The same procedure is followed in each subsequent year if the individual is able to continue. Table 1 shows the status as of February 28 at the end of each year. The year number is shown in column 1, the loan balance owing in column 2, the total interest paid on loans in column 3, the total value of RRSP in column 4, and the total net input in column 5. The other columns show information which is relevant if the individual must terminate the plan.

Although the net input is very small for the first two years, the input begins to in-

TABLE 1

Marginal Tax Rate=43%		Loan Rate=16% and 5 Years		RRSP Rate=12.75%		Bank Rate=8%	
Year	Balance	Total	Total	Total	Before	After Tax Gain And	
End	Owing on	Interest	RRSP	Net	Tax	Effective Yield	
	Loans	Paid on	Value	Input	Gain	Excluding	Including
		Loans				Additional	Additional
						Interest	Interest
1	1600	277	2270	-202	974	-3 (-4%)	48 (60%)
2	2800	768	4848	115	2130	46 (26%)	158 (80%)
3	3600	1408	7774	898	3542	199 (26%)	390 (50%)
4	4000	2133	11095	2097	5306	535 (20%)	826 (31%)
5	4000	2880	14866	3676	7511	1118 (17%)	1541 (23%)
6	4000	3627	19147	5242	10226	1993 (16%)	2581 (21%)
7	4000	4373	24006	6807	13520	3197 (16%)	3991 (20%)

This table is for \$2000 borrowed and invested each year. The columns TOTAL INTEREST PAID ON LOANS, TOTAL RRSP VALUE and TOTAL NET INPUT refers to the cumulative amounts.

The net yearly input can be obtained by taking the difference between the TOTAL NET INPUT and the TOTAL NET INPUT figures for the preceding year. After 5 years the yearly net input is \$1565.58.

TABLE 2

Marginal Tax Rate=33%		Loan Rate=16% and 5 Years		RRSP Rate=12.75%		Bank Rate=8%	
Year	Balance	Total	Total	Total	Before	After Tax Gain And	
End	Owing on	Interest	RRSP	Net	Tax	Effective Yield	
	Loans	Paid on	Value	Input	Gain	Excluding	Including
		Loans				Additional	Additional
						Interest	Interest
1	1600	277	2270	9	739	-10 (-14%)	22 (29%)
2	2800	768	4848	561	1638	38 (10%)	111 (27%)
3	3600	1408	7774	1590	2788	223 (14%)	352 (20%)
4	4000	2133	11095	3051	4280	619 (14%)	828 (18%)
5	4000	2880	14866	4902	6211	1305 (14%)	1623 (17%)
6	4000	3627	19147	6742	8651	2333 (14%)	2795 (16%)
7	4000	4373	24006	8582	11670	3748 (14%)	4394 (16%)

This table is for \$2000 borrowed and invested each year. The columns TOTAL INTEREST PAID ON LOANS, TOTAL RRSP VALUE and TOTAL NET INPUT refer to the cumulative amounts.

The net yearly input can be obtained by taking the difference between the TOTAL NET INPUT and the TOTAL NET INPUT figures for the preceding year. After 5 years the yearly net input is \$1840.24.

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crease later. If the individual cannot continue as planned and must cash in and terminate the plan, it is interesting to calculate the gain or loss incurred. The net gain before taxes is shown in column 6. This is the gain after all loans are paid off and any tax rebates due are received. This gain before taxes figure is shown because it is relevant if the plan is cashed during a year in which income is zero or at least less than normal. This would occur if the plan were cashed after retirement or during a low paid sabbatical. The amount of tax paid on the receipts would depend on the level of income. The reader may make this calculation if desired.

The net gain after taxes is calculated for the case of terminating and cashing in an RRSP during a year in which the level of income is normal. This is shown in columns 7 and 8. The after tax gain will depend on the timing of the cashing in of the RRSP. Column 7 shows the net after tax gain as if the plan were terminated, all loans were repaid, and all taxes and tax refunds were paid immediately. Column 8 shows the net after tax gain if the plan were cashed on March 1 with a portion of the taxes due withheld, all loans repaid, and the remainder invested at the bank rate until the following year when the remaining taxes are due. The figure in column 8 is approximate. It depends on the amount of tax withheld when the RRSP is

cashed. This amount depends on the total value of the RRSP.

It can be noted that the net gain compared with the total net input is comparable to what would have been received if the net input had been invested for the same periods in a conventional manner, i.e., a non-deductible for tax purposes investment. Therefore, even if it is necessary to terminate the plan at some point, the individual is in no worse position than if she or he had invested the net input in a conventional investment. For example, if the plan were terminated at the end of year 5, the net gain of column 7 is equivalent to a conventional investment with a rate of return of 17.0% and the net gain of column 8 is equivalent to a rate of 23.0%. These effective rates are printed in parenthesis following the dollar figures in columns 7 and 8. It should be realized that the large percentage figures for the early years are combined with small inputs and small dollar amounts of gain. An RRSP should not be cashed in after two years just because the \$46 gain represents an effective yield of 26%!

Table 2 shows the same data for the case of a marginal tax rate of 33 per cent. It will be noted that a 33 per cent marginal tax rate produces a less favourable condition for starting an RRSP than does the 43 per cent rate, but even at this 33 per cent rate, it may be desirable to start a plan. In general, the

higher the marginal tax rate the more favourable it will be to start an RRSP even if it is necessary to borrow money to do so. If the plan is continued until retirement or a low income sabbatical year the decision to start the plan will have been a good one and even if it is necessary to stop the plan there will have been no adverse effect.

It should be observed that the preceding may also apply to individuals who have the necessary surplus income to invest without borrowing but who have mortgage payments. In this case there may be an advantage to applying any surplus funds to the mortgage in order to reduce the payments and then borrowing money for the RRSP. Some individuals argue that the best thing to do with money is to pay off a mortgage, although this could be affected greatly if mortgage interest payments are made tax deductible as was planned a year ago.

The loan interest rate of 16 per cent and the RRSP rate of 12.75 per cent were chosen to reflect typical rates at the current time. Similar conclusions would be obtained for 13 per cent and 9.75 per cent, for example, or for other rates which have prevailed in recent years. It is possible to obtain an RRSP and a loan for which the rates are essentially indexed so that the difference remains about the same.

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Applications consisting of a curriculum vitae and at least three confidential letters of reference should be sent to Dr. B.K. Hall, Chairman, Department of Biology, Dalhousie University, Halifax, Nova Scotia, from whom further information may be obtained. Applications close when the positions are filled.</p> <p>UNIVERSITY OF SASKATCHEWAN. Department of Biology. Postdoctoral position available to investigate the use of liposomes for the uptake of macromolecules and organelles into plant protoplasts. Candidate should have strong background in biochemistry and some knowledge of electron microscopy. The position is available immediately for a one year term (possibly renewable for a second year) at a salary of \$C 14,000.00. Interested candidates should send curriculum vitae and 2 letters of recommendation to Dr. L.C. Fowke, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.</p>	<p>M.B.A./M.Sc. plus professional accounting designation. This is an opportunity for professors who would like to work in an open, interdisciplinary environment, with good opportunities for professional involvement. Interested candidates please send C.V. and names of references to Dean of Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective date of appointment 1 July, 1981.</p> <p>MCMASTER UNIVERSITY. Faculty of Business. Applications are invited for the following areas: (i) Accounting, (ii) Business Policy, (iii) Finance, (iv) Management Information Systems, (v) Marketing and International Business, (vi) Organizational Behaviour, (vii) Personnel and Industrial Relations, (viii) Production and/or Management Science. Rank depends on qualifications and experience; preferably at the Assistant or Associate Professor level. Visiting appointment is also possible. Ph.D. or D.B.A. degree is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Information Systems, Production and/or Management Science will be expected to contribute to the Ph.D. program in these areas. Applicants in Marketing will be expected to teach courses in Introductory Marketing. International Business will include courses in International Marketing and International Management. Applicants in the fields of Organizational Behaviour and Personnel and Industrial Relations with teaching proficiency in both areas will be given preference. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1, 1981 is preferred. Applications and curriculum vitae when position is filled. Applications should be sent to Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.</p> <p>ST. FRANCIS XAVIER UNIVERSITY. Business Administration. Position: Undergraduate teaching and research. Teaching areas: Accounting, Finance, Introduction to Business, Organizational Behaviour, and Public Administration. Qualifications: A doctoral degree is preferred, or M.B.A. with relevant experience. Rank: Dependent on qualifications and experience. Salary: Competitive. Appointment: August 1, 1981. Application: Dr. Claude P. Lanfranco, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.</p>
<p>ANTHROPOLOGY</p> <p>UNIVERSITY OF VICTORIA. Department of Anthropology. The Department invites applications for an appointment of a Visiting Lecturer from 1 September 1981 to 30 April 1982. Ph.D. preferred and applicants should be prepared to teach a second year course in cultural and social anthropology and courses in the ethnology of North America and the Contemporary Canadian Indian. Position availability subject to budgetary approval. Send applications with resume and names of three referees to Chairman, Department of Anthropology, University of Victoria, Box 1700, Victoria, B.C. V8W 2Y2. Closing date for receipt of applications is 1 March 1981.</p>	<p>BIOCHEMISTRY</p> <p>UNIVERSITY OF BRITISH COLUMBIA. Department of Biochemistry. Professional Assistant. A career opportunity is available in the field of regulation of phospholipid and lipoprotein biosynthesis. Applicants must have 2 years of postdoctoral experience in this or a closely related field, with publications in significant journals. Experience in the primary culture of hepatocytes would be highly desirable. Salary will be commensurate with the policies of the MRC. Submit curriculum vitae, list of publications and the names of 3 referees to: Dr. Dennis E. Vance, Department of Biochemistry, The University of British Columbia, Vancouver, B.C. V6T 1W5.</p>	<p>BIOLOGY</p> <p>UNIVERSITY OF BRITISH COLUMBIA. Department of Microbiology. Postdoctoral Fellowship. A available immediately. Research is focused on the mechanisms of antibiotic uptake in Gram negative bacteria with specific reference to model membrane systems. Background in microbial membranes is desirable. Send resume and names of 3 references to: Dr. R.E. Hancock, Department of Microbiology, University of British Columbia, Vancouver, B.C. Canada, V6T 1W5.</p> <p>UNIVERSITY OF SASKATCHEWAN. Department of Microbiology. Tumor Biologist. Applications are invited for a position at the level of assistant professor/associate professor in either the Department of Microbiology or the Department of Biochemistry to be sponsored by a National Cancer Institute of Canada development program for cancer research at the University of Saskatchewan. The program provides for salary support for up to 5 years and funds for research and equipment. The appointee would be expected to work in collaboration with a multidisciplinary team whose research areas include tumor metastasis, membrane biochemistry, chemotherapy and tumor immunology. A Ph.D. with at least 2-3 years postdoctoral training is required. Applicants should send curriculum vitae, research interests, reprints and names of three references to Dr. S. Carlsen, Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.</p>	<p>BOTANY</p> <p>UNIVERSITY OF TORONTO. Department of Botany. Applications are invited for a tenure stream faculty position in the Department of Botany as Flowering Plant Systematist and Vascular Plant Herbarium Curator. The successful candidate should have a Ph.D. and a significant research record, together with experience in the teaching of taxonomy, and as a curator of an herbarium. The appointment will be at the Assistant Professor level, at a starting salary of not less than \$18,000 dependent upon experience. Further particulars can be obtained from Professor T.C. Hutchinson, Chairman, Department of Botany, University of Toronto, Toronto, Ontario, M5S 1A1, Canada, to whom all applications and the names of three referees should be sent. Closing date is April 1, 1981. Position will be available effective July 1, 1981.</p>
<p>ARCHITECTURE</p> <p>CARLETON UNIVERSITY. School of Architecture. Positions available (rank open) July 1, 1981. Candidates should have a B. Arch. and higher degree or equivalent; also teaching and professional work experience. Should be prepared to teach Design Studio and one or more of the following specializations: Theory and History of Environmental Design, Landscape Architecture, Building Science. Send C.V.'s and the names of three referees to: Professor M. R. Coote, Director, School of Architecture, Carleton University, Ottawa, Ontario K1S 5B6. Closing date March 3, 1981. These positions are available subject to budgetary approval.</p>	<p>BISHOP'S UNIVERSITY. Biology (Microbiology, genetics). One year sabbatical replacement at the Lecturer or Assistant Professor level July 1, 1981 to June 30, 1982. Ph.D. and enthusiasm for teaching are required. The successful candidate will teach in the following undergraduate courses: genetics, cell biology, evolution, bacteriology and one course in his/her field of expertise. The 1981-82 salary floors at Bishop's will be: Lecturer, \$20,967., Assistant Professor \$26,209. Applications including curriculum vitae, list of publications and the names of three referees are to be sent to Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7. Closing date for applications is March 31, 1981 or when position is filled.</p>	<p>BUSINESS ADMINISTRATION AND COMMERCE</p> <p>THE UNIVERSITY OF REGINA. Faculty of Administration. Associate or Assistant Professor in Marketing. Preference will be given to Ph.D./D.B.A. with some business experience. Salary is competitive, depending on overall qualifications. Interested candidates please send C.V. and names of references to Dean Don E. Shaw, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective date of appointment 1 July, 1981.</p> <p>THE UNIVERSITY OF REGINA. Faculty of Administration. Finance and Accounting professor at level of Assistant or Associate. Preference to Ph.D./D.B.A. but will consider M.B.A. plus significant experience. Appointment may be tenure-track or term depending on qualifications. Salary is competitive, depending on qualifications. Please send C.V. to Dr. Don E. Shaw, Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective date of appointment is July 1, 1981.</p>	<p>QUEEN'S UNIVERSITY. Business Administration and Commerce. Applications are invited for faculty positions from those with teaching and research interests in: Accounting, Management Information Systems, Finance, Management Science, Marketing, Business Policy, Industrial Relations and Legal Relations. Ph.D. or equivalent is desirable. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1st. Send resume to: Dr. Roger S. Smith, Dean, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer.</p>
<p>ART HISTORY</p> <p>CARLETON UNIVERSITY. Department of Art History. Applications are invited for a tenure track appointment in late 19th and 20th century art and criticism (European, Canadian and American). Position subject to budgetary approval. Rank and salary open. Teaching responsibilities will be primarily at the undergraduate level, and at the graduate level in the 20th century Canadian art. Qualifications required: Ph.D. preferred, teaching experience, evidence of scholarship, languages needed for specialised research. Effective date of appointment is July 1, 1981. Applications, including curriculum vitae and names of three referees, should be forwarded to Dr. David Goodreau, Chairman, Department of Art History, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date for applications is March 3, 1981.</p>	<p>UNIVERSITY OF SASKATCHEWAN. Agricultural Microbiology. Applications are invited for the position of postdoctoral fellow or professional research associate working on novel technology for the production of gasoline by fermentation. Familiarity with microbial genetics, enzymology and/or fermentation technology would be an asset. The position will be for up to 2 1/2 years at a salary of \$14,000 to \$18,000 depending on</p>	<p>THE UNIVERSITY OF REGINA. Faculty of Administration. Accounting Professor at level of Associate or Assistant. Preference to Ph.D./D.B.A. but will consider M.B.A. plus significant experience. Appointment may be tenure-track or term depending on qualifications. Salary is competitive, depending on qualifications. Please send C.V. to Dr. Don E. Shaw, Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective date of appointment is July 1, 1981.</p>	<p>WILFRID LAURIER UNIVERSITY. School of Business. Applications are invited for teaching positions in the areas of: Accounting, Finance, Introductory Business and</p>
<p>BEHAVIORAL SCIENCE</p> <p>UNIVERSITY OF TORONTO. Department of</p>	<p>UNIVERSITY OF TORONTO. Department of</p>	<p>UNIVERSITY OF TORONTO. Department of</p>	<p>UNIVERSITY OF TORONTO. Department of</p>

Marketing for the 1981-82 teaching year. Qualifications: Ph.D. or Ph.D. candidates. Duties: Include graduate and/or undergraduate teaching. Applications will be accepted until positions are filled, and are subject to budget approval. Send applications to: Dr. T.F. Cawsey, Ph.D., Associate Dean of Business, School of Business & Economics, University of Northern Iowa, Waterloo, Ontario, Canada, N2L 3C5.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce. Applications are invited for one faculty position from those with teaching and research interests in accounting. The qualifications requested include a minimum of M.B.A. and/or professional certification plus practical experience and/or a successful teaching period. The appointment would be effective July 1, 1981. Rank open, salary commensurate with qualifications and experience (floor 1980-81 for Assistant Professor \$19,320). Applications will be accepted until the position is filled. Applications, official transcripts and curriculum vitae should be accompanied by the names of three referees and should be forwarded to Dr. Robert G. Ewing, Dean, Algoma University College, Sault Ste. Marie, Ontario, P6A 2G4.

COLLEGE OF CAPE BRETON, Commerce. Department of Management and Administration. Two positions starting January and/or July 1981. Applicants should have minimum M.B.A., M.P.A. or equivalent. Duties include teaching and research in one or more of the following areas: (a) Organizational Behaviour, (b) Industrial Relations, (c) Quantitative Methods and (d) Statistics. Positions are at the Assistant or Associate level. Applications should be sent to: Chairman, Department of Management and Administration, College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Effective July 1, 1981. Closing date will be in progress (A.B.D. preferred). Rank open. Salary will depend on the candidate's qualifications. Please forward resumes to Dr. Ronald G. Storey, School of Business Administration, Dalhousie University, Halifax, Nova Scotia, B3H 4H8, (902) 424-7084.

CHEMISTRY

SAINT MARY'S UNIVERSITY. Department of Chemistry. Assistant Professorship in Biochemistry or Organic Chemistry (probationary appointment); effective September 1, 1981. Post-doctoral experience desired. Minimum salary (1980-81) \$19,908. Applicants should have a keen interest in teaching and be able to develop a research program in an area of Biochemistry or Organic Chemistry. Applicants should submit a curriculum vitae, an outline of research interests, a statement of educational philosophy, and should arrange for three letters of recommendation to be sent to: Dr. K. Vaughan, Chairperson, Department of Chemistry, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

UNIVERSITY OF GUELPH. Department of Chemistry. Post-Doctoral Fellow with experience in two of the following three areas: Electrochemistry, Solid State Physics and/or Laboratory Computers and their application, to work on energy related problems. Curriculum vitae and letters of reference to: Dr. W.R. Fawcett, Department of Chemistry, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chemical Engineering. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields of chemistry and chemical engineering: Theory of conformational changes and chemical reactions, energy hypersurfaces, quantum chemistry of biomolecules, photochemistry and radiation chemistry of transition metal complexes and high pressure chemistry, photochemistry, photophysics and spectroscopy, organometallic chemistry, organic reaction mechanisms, electron spin resonance of solid state defects and organic radicals, spin Hamiltonian theory, chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques, corrosion engineering, catalysis, production of liquid and gaseous hydrocarbons from coal biomass.

These positions are tenable initially for one year renewable, at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor A.R. Knight, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Telephone: (306) 343-2933.

UNIVERSITY OF OTTAWA. Department of Chemistry. The Department is seeking applicants for two bilingual (French-English) tenure-track positions in chemistry commencing in July or September 1981. One appointment will be at the Assistant Professor level and the other at the Associate Professor level; the fields of interest are open. The successful candidates are expected to develop significant research programs and contribute to the Department's teaching commitment. One temporary position for the year 1981-82 is also available. The positions require the ability to lecture in French. Candidates should send a curriculum vitae and arrange for three letters of recommendation to be sent to: Dr. T. Durst, Chairman, Chemistry Department, University of Ottawa, 45 Nicholas Street, Ottawa, Ontario, K1N 9B4.

UNIVERSITY OF ALBERTA. Department of Chemistry. Applicants are invited for a continuing Research Associate position in Bioanalytical Chemistry. The applicant must have a Ph.D. degree and published research experience in the application of high field NMR to studies of peptides, proteins and cellular systems. Evidence of successful postdoctoral experience and supervisory experience with technicians is required. The initial salary will be at the rate of \$16,000 a year. Completed applications with a list of publications and two letters of recommendation must be received by February 28, 1981. Respond to Professor R. Zaitsev, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Position. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts, and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor K. Yates, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

UNIVERSITY OF TORONTO. Department of Chemistry. A position is available for a research associate to investigate the electrical, electrochemical, and photochemical properties of sputtered films. Previous experience in physical electrochemistry and solid state physics required. Minimum salary: \$18,500. Apply to: Dr. M.J. Dignam, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Chemistry. The Department, subject to final budgetary approval, offers the following position: Assistant Professor for a two-year term (may lead to a tenure-track position). Applicants are expected to hold a Ph.D., preferably with specialization in Inorganic Chemistry. Teaching duties will include laboratory and lecture assignments in general chemistry, inorganic chemistry and physical chemistry. A research program in the field of specialization is expected. Duties would commence July 1, 1981. Salary minimum for the assistant professor level is \$22,580. Applications should be sent to Dr. Leon Loucks, Chemistry Department, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3.

BISHOP'S UNIVERSITY. Physical Chemistry. Applications are invited for a full-time one-year position to replace a faculty member on sabbatical leave for 1981-82. The successful candidate will teach physical chemistry at the undergraduate level. The appointment will be at the rank of Lecturer (Floor - \$20,967) or Assistant Professor (Floor - \$26,209). Applicants must have a Ph.D. and preferably some teaching experience. Please submit applications with curriculum vitae and names of three referees prior to April 1, 1981 to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

CHILD CARE

UNIVERSITY OF VICTORIA. School of Child Care. Applications are invited for a regular appointment in the School of Child Care at the University of Victoria. Training and experience in neonatal assessment, child development or infant intervention programs would be an advantage. Academic rank is dependent upon qualifications and experience. Send applications to: Dr. R.V. Ferguson, Director, School of Child Care, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2.

CLOTHING & TEXTILES

UNIVERSITY OF ALBERTA. Division of Clothing and Textiles. Applications are invited for a position at the rank of Assistant professor, effective July 1, 1981. Position is a half-time tenure track position which may be supplemented by half-time sessional appointment. Responsibilities include teaching undergraduate courses in introductory design, home design and textile design. Candidate will be expected to develop a program of research or creative activity. Applicants should possess at least a master's degree and preferably a Ph.D. A background in home economics is desirable. The university is an equal opportunity employer. Salary is dependent upon qualifications and type of appointment. Applications and transcripts, supported by curriculum vitae and names of three referees should be sent before March 15, 1981, to: Dr. Betty Crown, Chairperson, Clothing and Textiles Division, Faculty of Home Economics, The University of Alberta, Edmonton, Alberta, T6G 2N1.

COMMUNICATION

SIMON FRASER UNIVERSITY. Department of Communication. Faculty of Interdisciplinary Studies. The Department of Communication expects to make a permanent appointment in the area of communications policy/political economy of communication in 1981. Final budgetary authorization of the position is pending. The Department has a broad, interdisciplinary undergraduate program and a well-established graduate program leading to the M.A. The faculty is multi-disciplinary and at present consists of some thirteen full-time members. Qualifications: Ph.D. or equivalent in a social science discipline, with demonstrated research interests in the area of communications. Preference will be given to candidates who are Canadian citizens or who have landed immigrant status, and who have demonstrated experience and research interests in Canadian communication policy and institutions. Duties: To undertake research and to teach a number of the following courses presently offered by the Department: exploration of communications, political economy in communication, communication policy in Canada, urban communication networks, political economy of international communication, telecommunication regulation in North America. Normal teaching load is four courses per year. Date: Commencing September 1, 1981. Rank and Salary: Assistant Professor. Present range: \$22,017 to \$34,202 annually (annual increase due July 1, 1981). Applications: Applications will be accepted until February 28, 1981. Send curriculum vitae and the names and addresses of at least three referees to: Dr. William Lells, Professor and Chairman, Department of Communication, Simon Fraser University, Burnaby, British Columbia, V5A 1S6.

CONCORDIA UNIVERSITY. Department of Communication Studies. Academic Faculty Position. Area: Media Research Methods. Rank: Assistant or Associate Professor (subject to budgetary approval). Qualifications: Ph.D. Research experience and scholarly publication. Preference given a Canadian citizen or landed immigrant. Principal Responsibilities: To teach and direct students (undergraduate and graduate) in media research design, data collection and analysis using quantitative and qualitative methodologies. Salary: 1979-80 Floors: Assistant Professor \$21,435. Associate Professor \$27,222. Appointment beginning: Academic year 1981-82 (subject to budgetary approval). Closing date for applications: April 1, 1981. Send letter of interest and curriculum vitae to: Personnel Committee, Department of Communication Studies, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6.

1R6. CONCORDIA UNIVERSITY. Department of Communication Studies. Academic Faculty Position. Area: Media Management. Rank: Assistant or Associate Professor (subject to budgetary approval). Qualifications: Ph.D. Substantial experience in professional media production and management as well as scholarly interests in a particular area such as ethics, legal aspects, policy, economics, etc. Preference given a Canadian citizen or landed immigrant. Principal Responsibilities: To conduct courses at the undergraduate and graduate levels in areas indicated above. Salary: 1979-80 Floors: Assistant Professor \$21,435. Associate Professor \$27,222. Appointment beginning: Academic year 1981-82 (subject to budgetary approval). Closing date for applications: April 1, 1981. Send letter of interest and curriculum vitae to: Personnel Committee, Department of Communication Studies, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6.

COMPUTER SCIENCE

UNIVERSITY OF SASKATCHEWAN. Department of Computational Science. Applications are invited for a new tenure-track faculty position at the Assistant Professor level (commencing July 1, 1981). Applicants should have a Ph.D. in Computer Science (or should be nearing completion of this degree). Candidates from all areas of Computer Science will be considered. Applicants specializing in software engineering, computer graphics, hardware systems, programming languages or database systems are especially encouraged to apply. Responsibilities will include teaching at the undergraduate and graduate levels and research. Salary will be in the Assistant Professor range (currently \$21,120 to \$27,140) depending on qualifications and experience. Please direct inquiries and applications to: Dr. J.E. Cooke, Head, Department of Computational Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

UNIVERSITY OF BRITISH COLUMBIA. Department of Computer Science. Applications are invited for several full-time tenure track positions at the Assistant, Associate and Full Professor levels, to begin July 1, 1981, and for visiting positions at all levels as well. A Ph.D. in Computer Science or a related field is required, but candidates from all areas of specialty will be considered. Duties include undergraduate and graduate teaching, supervision of graduate students and research. Apply to: P.C. Gilmore, Head, Department of Computer Science, University of British Columbia, Vancouver, B.C. V6T 1W5. Applications should include a C.V. and names of three referees.

YORK UNIVERSITY. Department of Computer Science. Applications are invited for several academic tenure track and contractually limited appointments at the Assistant Professor and Associate Professor levels (subject to final budgetary approval). Applicants should have a Ph.D. in Computer Science or equivalent, or will complete such a degree before the 1981-82 academic year. Preference will be given to applicants who have research and teaching interests in one or more of the following areas: data base management systems, programming languages, software engineering, computer graphics or minis and micros. Duties will include teaching, research and participating in the life of the department. Salary is negotiable. Faculty have access to a National Advanced Systems A5/6, a DECsystem-10, a VAX 11-780, and a variety of microcomputers. York University is located in the northwest quadrant of Metropolitan Toronto, an area with one of the highest concentration of computers in Canada. York is also within easy reach of excellent cultural and recreational facilities. To apply, send your curriculum vitae and three references, by March 31, 1981, to Professor J.R. McBride, Chairman, Department of Computer Science, York University, 4700 Keele Street, Downsview, Ontario, Canada, M3J 1P3.

UNIVERSITY OF TORONTO. Department of Computer Science. Senior Visiting Research Associates. Applications are invited from qualified candidates for one year visiting appointments commencing July-September 1981 in all areas of computer science. Stipend negotiable, depending on experience. Candidates should hold a Ph.D. degree in computer science, and possess sound research experience in their area of

specialty. These appointments are intended for individuals who will be on sabbatical or research leaves from their permanent positions. Candidates should submit their curriculum vitae and names of three referees no later than February 28 to: Professor A.B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario M5S 1A7, Canada. Note: Canadian citizens and landed immigrants are especially invited to apply.

UNIVERSITY OF TORONTO. Department of Computer Science. Postdoctoral Research Positions. Applications are invited from qualified candidates for one or two year appointments commencing July-September, 1981 as Postdoctoral Research Fellows in all areas of computer science. Stipend \$12,900 to \$14,100, depending on qualifications (subject to revision 1981). Candidates should hold a Ph.D. degree in computer science. Send curriculum vitae, transcripts and three letters of reference no later than February 28 to: Professor A.B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A7, Canada. Note: Canadian citizens and landed immigrants are especially invited to apply.

UNIVERSITY OF VICTORIA. Department of Computer Science. Applications and nominations are invited for a special, senior position at the rank of Professor, in an expanding Computer Science Department, which currently consists of one Professor, four Associate Professors, and five Assistant Professors (all with Ph.D. degrees in Computer Science). The main research interests of the department are software and scientific computation, and faculty members have access to two IBM 4341's, a VAX 11-780, a PDP 11/44 running UNIX, and a variety of microcomputers. We are seeking an individual with proven leadership abilities, and with research and teaching interests in one or more of the following areas: software engineering, programming languages, distributed computing, or data bases. The appointment will be as a Professor with tenure, with duties to commence in 1981. The capital city of British Columbia, and it is noted for its mild climate and excellent recreational facilities. Opportunities exist locally for collaboration with professionals in several government laboratories and computing installations. Preference will be given to Canadian citizens and landed immigrants, but foreign applicants are also encouraged to send their resume and list of references, by March 31, 1981, to: The Chairman, Department of Computer Science, University of Victoria, P.O. Box 1700, Victoria, B.C. Canada, V8W 2Y2.

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Computer Applications in Education. The Ontario Institute for Studies in Education invites applications for a one-year temporary appointment from July 1, 1981 in the Department of Measurement, Evaluation and Computer Applications. Duties include teaching masters level courses in computer assisted instruction and instructional programming. Required qualifications are a Ph.D. degree, graduate teaching experience, and refereed journal publications in the areas of computer science and computer applications in education. Salary and rank will be commensurate with qualifications and experience. Applications should include a full curriculum vitae and the names of three referees, and they should be sent by March 15, 1981 to: Dr. Ross E. Traub, Chairman, Department of MECA, O.I.S.E., 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

MCGILL UNIVERSITY. School of Computer Science. The School of Computer Science invites applications for two openings, one a tenure line Assistant Professorship and the other, a Visiting Appointment. A Ph.D. or equivalent is required. All specializations in computer science are of interest but preference will be given to candidates with established records in programming languages, software systems, operating systems, and data base design. Responsibilities include research and teaching at the graduate end undergraduate level. Salary negotiable. Current minimum starting salary \$24,500. Beginning September 1981. Candidate should write to: Professor M.M. Newborn, Director, School of Computer Science, McGill University, Burnside Hall, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, Canada.

UNIVERSITY OF OTTAWA. Computer Science Department. The Department is seeking applicants for tenure-track positions. A Ph.D. in Computer Science (or equivalent) is required preferably with specialization in one or more of the following areas: software engineering, operating systems, computer graphics, theoretical computer science, artificial intelligence and database systems. Responsibilities will include teaching at the undergraduate and graduate levels, research, and administrative activities. Bilingualism (French and English) would be an asset. Applications will be received until the positions are filled. To apply, send curriculum vitae, and names of three references to Dr. Tuncer I. Oren, Chairman, Computer Science Department, University of Ottawa, Ontario, K1N 9B4.

BROCK UNIVERSITY. Computer Science. Applications are invited for a tenure track position at a rank up to that of Full Professor, depending on qualifications. A suitably qualified appointee may be eligible for the (three year rotating) chairmanship of the Department. For the more senior ranks a Ph.D., preferably in Computer Science, or equivalent industrial and/or commercial experience is required; for the junior ranks an applicant having a M.Sc. may be considered. Responsibilities will be primarily teaching at the undergraduate level and conducting research. Preference will be given to candidates who have specialized in one or more of the following areas: Database Management, Data Communications, Real Time Systems, Language Processors, Software Engineering, Computer Architecture. Applications, including a curriculum vitae and names of three references, should be submitted, as soon as possible to: Dr. P.A.V. Thomas, Chairman, Department of Computer Science and Information Processing, Brock University, St. Catharines, Ontario L2S 3A1.

CARLETON UNIVERSITY. Department of Systems Engineering and Computing Science. The Department has openings for preliminary, term, and visiting appointments at the assistant and associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in one or more of the areas of programming languages, digital machine architecture, digital systems, microprocessors, computer communications, and associated hardware and software. Applicants should have a Ph.D. or equivalent, and should be eligible for registration as professional engineers in the province of Ontario. They must be legally eligible to work in Canada for the period of the appointment. Applications from recent doctoral graduates, as well as from established faculty members considering sabbatical leave, are welcome. Salary is negotiable. Letters of inquiry and application should be addressed to: Professor J.S. Riordan, Chairman, Department of Systems Engineering and Computing Science, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF NEW BRUNSWICK. Computer Science. Assistant Professor (tenure-track). Ph.D. in Computer Science desirable, various areas of operating systems, software engineering, digital systems design, etc. Teaching at the undergraduate and graduate levels and collaborative research. Salary commensurate with qualifications and experience. Apply to: Dr. W.D. Wasson, Director, School of Computer Science, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3. Starting January 1 or July 1, 1981. Deadline — when position filled.

ROYAL MILITARY COLLEGE OF CANADA. Computer Science. The College has one tenure track position available at the Assistant or Associate Professor level. The appointment will depend on qualifications and experience. Candidates will hold a Ph.D. in Computer Science or a closely related discipline, and will have a publication record in one or more of the following areas: programming languages and compilers, operating systems, data base management systems, digital communications and computer networks, real time digital computer control systems and software engineering. Particular attention will be given to applicants who hold a baccalaureate or masters degree in Electrical Engineering, and a Ph.D. in Computer Science. Eligibility for membership in the APEO and an ability to work in both official languages are definite assets. Duties will include research, graduate (masters level) and undergraduate instruction, and general software support for teaching programs. Address applications, including curriculum vitae, names of three referees and salary expectations to: Dr. R. Benesh, ADP Director, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. Appointment date open. Decision is filled.

UNIVERSITY OF LETHBRIDGE. Computer Science. Department of Mathematical Sciences. Rank: One position at the Assistant Professor level. Qualifications: Ph.D. at or near completion. Duties: Teaching undergraduate courses and research. Salary: (1980-81 schedule) Assistant Professor: \$22,004-\$30,794. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: The Chairman, Department of Mathematical Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning July 1, 1981. Closing Date: When position is filled.

DANCE

CONCORDIA UNIVERSITY. Modern Dance. Part-time positions of technique (with leanings toward Hawkins or Cunningham), of creative process, of choreography, of dance history (general and/or Modern dance). For September 1981. French and English an advantage. Applications from January 1st, 1981 to June 30th 1981. Applications to: Elizabeth Langley, Concordia University, Performing Arts, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. Dentistry. Full-time faculty positions available in the Department of Social and Preventive Dentistry. Qualifications: A D.D.S. or D.M.D. degree plus post-graduate qualifications in community dentistry at the master's level. Duties include teaching at the undergraduate level in subject areas of community dentistry, epidemiology, and preventative dentistry. An interest or experience in programs related to the handicapped would be preferred. Rank and salary are commensurate with experience and qualifications. Reply to: Dean Ambrose, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

ECONOMICS

SAINT MARY'S UNIVERSITY. Department of Economics. The Department of Economics which has eight full-time members has an opening for a full-time faculty position, and possibly an additional one-year position. Ph.D. preferred with teaching experience and publications. All economic fields will be considered but preference will be given to candidates with background in Labor Relations, Public Finance, and/or Regional Economics. Salary and rank are negotiable. Up-to-date curriculum vitae plus three letters of recommendation of at least three referees should be sent to: The Chairman, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 or telephone: (902) 422-7331, extension 356.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited for a Full Professor position effective July 1, 1981, from candidates with a distinguished research record in one or more of the following fields: Environmental/Natural Resource Economics, Economic Development and International Trade (with specific interest in the Pacific Rim area), and Policy Analysis/Operations Research/Management Science. Major responsibilities involve teaching of graduate courses and supervision of graduate students' research. Please send applications to: Dr. L. Laudadio, Chairman, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for applications is March 1, 1981.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited for a Visiting Assistant Professor position during the academic year 1981-82. Candidates should hold a Ph.D. in Economics. Preference will be given to candidates with specialization in Quantitative Methods and Managerial Economics. Please send applications to: Dr. L. Laudadio, Chairman, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for applications is March 1, 1981.

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited for a Visiting Assistant Professor or Visiting Lecturer position in Commerce. The successful

candidate will be required to teach courses in Accounting and in Organizational Behaviour, during the academic year 1981-82. Please send applications to: Dr. Laudadio, Chairman, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date for applications is March 1, 1981.

BROCK UNIVERSITY. Department of Economics. Applications are invited for one, possibly two, tenure stream appointments and one temporary position, to teach undergraduate theory and one other area of specialization, beginning July 1, 1981. All fields will be considered. Appointments are subject to budgetary approval. Rank is open, as is the field of specialization. Preference will be given to applicants with a commitment to research as well as teaching. Salaries are competitive at all ranks. Applications, including curriculum vitae and names of referees, should be sent to Chairman, Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1. Applications should be received by February 28, 1981.

MOUNT SAINT VINCENT UNIVERSITY. Department of Economics. The Department invites applications for a full-time position teaching undergraduate courses in the areas of public finance, regional economics and introductory economics. Qualifications: doctorate and teaching experience preferred. Rank and salary in accordance with qualifications and experience. The position will commence July, 1981. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean, Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

CONCORDIA UNIVERSITY. Department of Economics. Required economist for a senior level position in the Department of Economics. Suitable candidate will also serve as the Director of the Institute of Applied Economics Research. Candidates with strong publication record and experience in various areas of applied economics research are invited to contact Professor B.S. Saini, Chairman, Department of Economics, Concordia University, Montreal, Quebec, (514) 879-5823.

THE UNIVERSITY OF LETHBRIDGE. Department of Economics. Rank: One position at the Assistant Professor level. Qualifications: Ph.D. or near completion. Preferred fields are monetary economics and public finances but other areas will be considered. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004-\$30,794. Applications: Applications including curriculum vitae and three letters of reference should be sent to: Dr. S.G. Clark, Chairman, Department of Economics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning July 01. Closing Date: When position filled.

ST. FRANCIS XAVIER UNIVERSITY. Department of Economics. Qualifications: Ph.D. and experience in university teaching. Duties: Teaching undergraduate courses in three of the following areas: principles, microeconomics, econometrics, international research and resource economics. Rank: Assistant Professor. Date of Appointment: September 1, 1981. Applications should be forwarded to Leonard Pluta, Chairman, Department of Economics, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1G0.

TRENT UNIVERSITY. Department of Economics. Applications are invited for full-time faculty positions. Doctorate or near completion required. Undergraduate teaching and research in Theory, Quantitative methods, other fields open. Salary and rank negotiable in accordance with qualifications and experience. Applications, curriculum vitae and names of three referees should be addressed to Professor M.J. Boote, Acting Chairman, Department of Economics, Trent University, Peterborough, Ontario, K9J 7B8.

UNIVERSITY OF SASKATCHEWAN. Department of Economics and Political Science. A tenurable position in economics at the assistant professor rank to teach labour economics and theory. Other fields may also be considered. Ph.D. preferred, some teaching experience desirable. Normal starting date is July 1, 1981. Current minimum annual salary for assistant professor rank is \$21,120. Send your application, including curriculum vitae and names of three referees to: Professor K. Le, Head, Department of Economics and Political Science,

University of Saskatchewan, Saskatoon, Saskatchewan.

UNIVERSITY OF SASKATCHEWAN. Department of Economics and Political Science. A tenurable position in Economics at the assistant professor rank to teach resource economics and theory subject to available funding. Other fields may also be considered. Ph.D. preferred, some teaching experience desirable. Normal starting date is July 1, 1981. Current minimum annual salary for the assistant professor rank is \$21,120. Send your application, including curriculum vitae and names of three referees to: Professor K. Lal, Head, Department of Economics and Political Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF GUELPH. Department of Economics. The Department seeks visiting professors for one year starting September 1, 1981. Rank and salary depend on qualifications. Candidates should have a proven research and publication record and considerable teaching experience. Preferred fields include micro theory, industrial organization, international economics and development. Qualified persons with other interests will also be considered. Contact: J. Vanderkamp, Chairman, Department of Economics, University of Guelph, Guelph, Ontario N1G 2W1. Position subject to final budgetary approval.

CONCORDIA UNIVERSITY. Department of Economics. Positions open — One tenure track and two limited terms, subject to budgetary approval. Possibly one appointment effective January 1981; others June 1981. Strong candidates in all fields are encouraged to apply. Department is particularly interested in attracting candidates in Labour Economics, Economic History/Climometrics, and Econometrics. Teaching at both undergraduate and graduate levels and supervision of theses. Forward applications to: Dr. B. Sahni, Chairman, Department of Economics, Concordia University, 1455 Avenue du Parc, West, Montreal, Quebec, H3G 1M8.

ACADIA UNIVERSITY. Department of Economics. Applications are invited for full time faculty positions at the Lecturer or Assistant Professor rank, Doctorate or near completion required. Preference will be given to applicants who have the background to teach at the undergraduate and graduate levels and conduct research. Fields of specialization open. Salary commensurate with qualifications and experience. The positions offered are subject to budgetary and contractual constraints. Applications, including curriculum vitae, transcripts and names of referees should be sent to: Dr. R.A. French, Head, Department of Economics, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

EDUCATION

ST. FRANCIS XAVIER UNIVERSITY. Education Department. One full-time position in reading and learning disabilities. Doctoral degree, with a concentration in reading, clinical practice and teaching experience. Responsibilities include teaching B.Ed. (secondary), masters, and in-service courses and supervision of student teaching. Dependent upon qualifications and experience — salary. Send curriculum vitae and the names of three referees to: Dr. Teresa MacIsaac, Chairman, Education Department, Box 16, St. Francis Xavier University, Antigonish, N.S. B2G 1C0. Effective Date: September 1, 1981. Applications will be accepted until the position is filled.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: Regular appointment in Educational Psychology at the rank of Assistant or Associate Professor. Qualifications: Doctoral degree with emphasis in learning and developmental psychology; research and publication in these areas; public school experience; Canadian status. Duties: To teach courses in Child Development. Salary: Dependent upon qualifications and experience. Apply to: Send full curriculum vitae and the names of three referees to: Dr. R.A. Ruth, Chairman, Department of Psychological Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Effective: July 1, 1981. Closing Date: March 30, 1981.

UNIVERSITE LAVAL. Faculté des sciences de l'éducation. Un poste de professeur en développement cognitif, application des connaissances dans le domaine de l'éducation et un autre poste de professeur en développement du langage et troubles du langage, application des connaissances

dans le domaine de l'éducation. Fonctions: Formation d'enseignants et d'intervenants dans le contexte scolaire. Enseignement aux 1^{er}, 2^e et 3^e cycles. Encadrement et supervision d'étudiants. Recherche. Participation aux activités du département. Critères de sélection: Intérêt pour la formation théorique et pratique des enseignants et pour la recherche. Doctorat ou l'équivalent. Expérience d'enseignement préférable. Traitement et conditions de travail: Selon la convention collective en vigueur. Entrée en fonction: le 1^{er} juin 1981. Faire parvenir curriculum vitae avant le 15 avril 1981 à: M^{me} Madeleine Baillargeon, directrice du Département de psychopédagogie, Faculté des sciences de l'éducation, Université Laval, Cité universitaire, Québec, Québec, G1K 7P4.

UNIVERSITY OF REGINA. Faculty of Education. Title of position: Assistant Professor of Education in Language Arts/Reading. Two vacancies — one in Language Arts and one in Reading. Qualifications required: At least a Master's degree in Language Arts/Reading (doctorate preferred) plus experience in classroom teaching and/or supervision at the elementary/secondary levels. Nature of Duties: Teaching at the undergraduate level in the language arts or reading subjects to prospective elementary/secondary teachers. The incumbent will be expected to participate in program development and in the supervision of student practice activities. Salary offered: Salary negotiable according to qualifications and experience. Person to whom applications should be addressed: Dean G.E. Richert, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective Date: September 1, 1981. Appointments may be on a term basis depending on budgetary constraints. Closing date for receipt of applications: When position is filled.

UNIVERSITY OF MANITOBA. Faculty of Education. Ed Education. Applications are invited at the Assistant or Associate Professor level in the Department of Curriculum: Humanities and Social Sciences in art education. Applicants should have a Ph.D. in art education or equivalent with teaching experience in public school grades. The major responsibilities of the position are: teaching courses in undergraduate teacher education (art) and graduate Pre-M.Ed. and M.Ed. programs (art). Further duties include student teaching supervision, participation or creative works. Subject to budget approval the incumbent will commence on September 1, 1981. The position will be open until a suitable candidate is found. Applications should be made before June 1, 1981. However, applications will be considered until the position is filled. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application. Please send resume and references to: Dr. H.E. May, Head, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. phone (204) 474-9021.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Education. Native Indian Students' Program. Up to three faculty members are required at the rank of Assistant, Associate or Full Professor for the Indian Students Program, a campus and field based project designed to provide a four-year B.Ed. (Elementary) degree for a group of native Indian students. Successful applicants will be responsible for teaching introductory courses in at least two of the following areas: educational foundations, geography, social studies, language arts, reading. The initial appointments will be for the period of July 1, 1981 to June 30, 1982 and will be subject to consideration for renewal for one additional year. A completed graduate degree is required. Public school teaching, supervisory, or administrative experience and/or experience in working with native people is desirable. Salaries and benefits will be in accordance with regular U.N.B. scales and plans. These positions are subject to budgetary approval. Please apply to: Dr. Marian Small, Chairman, Curriculum and Instruction Division, Faculty of Education, University of New Brunswick, Fredericton, N.B. E3B 6E3, submitting curriculum vitae and names of three references.

ATLANTIC INSTITUTE OF EDUCATION. Education. The Atlantic Institute of Education invites applications for the position of Research Associate (assistant/associate professor level). Major responsibilities will be concerned with planning and implemen-

ting an expanded role for the Institute in the area of Educational Leadership. During the past four years the Institute has conducted a highly successful Workshop Program in Educational Leadership for senior administrators and school board members. The successful candidate will possess a doctorate in an appropriate specialization, related related experience, and a commitment to teaching, research and publication. Curriculum vitae and the names of three referees should be sent to: Dr. Andrew S. Hughes, Assistant Director, Atlantic Institute of Education, 5244 South Street, Halifax, Nova Scotia, B3J 1A4, before March 10, 1981.

ATLANTIC INSTITUTE OF EDUCATION. Education. The Atlantic Institute of Education invites applications for the position of Research Associate (assistant professor level) in the area of multicultural education. The successful candidate will work closely with members of the teaching profession in planning and implementing an in-service training program. Applicants must have a successful teaching background and, preferably, a doctorate in an appropriate specialization. This position is contingent upon budgetary approval with the initial appointment being for one year. Curriculum vitae and the names of three referees should be sent to: Dr. Andrew S. Hughes, Assistant Director, Atlantic Institute of Education, 5244 South Street, Halifax, Nova Scotia, B3J 1A4, before March 10, 1981.

UNIVERSITY OF SASKATCHEWAN. College of Education. Department for the Education of Exceptional Children. Summer Session 1981. Wanted: Sessional Lecturer to teach one full class: EdEx 579 The Administrative Aspects of Education. Six weeks: July — August 1981. Where: Department for the Education of Exceptional Children, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. To apply: Applications together with a curriculum vitae and the names of three referees should be addressed to: Dr. David Illerbrun, Head, Department for the Education of Exceptional Children, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Applications will be accepted until the position is filled.

CONCORDIA UNIVERSITY. Department of Education. The Department of Education at Concordia University — Montréal has openings for sessional lecturers for graduate and undergraduate courses in the Special Summer Sessions. Teaching interests should be in the following areas and time periods: For evening courses May 11 — June 10: Education in Québec, Adult Education in Canada, Instructional Systems Analysis; For evening courses May 11 — July 14: The Nature and Function of Teaching, Introduction to Adult and Continuing Education; for evening courses June 15 — July 13: Children's Behaviour Problems, Small Computer Systems in Education and Training, Educational Cybernetics; For day courses July 2 — July 21: Introduction to the Philosophy of Education, Minority and Immigrant Status in Learning, Educational Simulation and Gaming, Management of Learning Resources, Human Resource Development and Management in Adult Education, Small Computer Systems in Education and Training; For day courses July 2 — August 14: Psychology of Education, Sociology of Education. Applications with curriculum vitae, course of interest, and the names of three referees should be addressed to: Dr. Richard F. Schmid, Director, Summer Session in Education, Department of Education, Concordia University, 1455 Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M8. Application deadline: When positions are filled.

ENGINEERING

ROYAL MILITARY COLLEGE OF CANADA. Department of Engineering Management. Opening at Lecturer/Assistant Professor level to teach in the French language starting 1 July, 1981. Qualifications: strong interest in teaching topics such as operations research, production/operational management, engineering economy, human factors, and reliability engineering at undergraduate and graduate level. Research interest in at least one of these areas. Ph.D. preferred, but candidates at the Master's level with good potential for studies leading to a Ph.D. will be seriously considered. Qualifications for registration as a Professional Engineer are desirable. Candidate must have knowledge of both official languages. This position is offered to both

male and female applicants. Salary in range to \$30,800 (under review). Applications to: Dr. A.K.S. Jardine, Head, Department of Engineering Management, Royal Military College, Kingston, K7L 2W3.

ROYAL MILITARY COLLEGE OF CANADA. Département de génie et gestion. Professeur adjoint ou chargé de cours pour enseigner, en français, les matières du premier juillet 1981. On cherche un candidat intéressé à enseigner certaines matières parmi les recherches opérationnelles, la gestion des opérations et de la production, l'économie et le génie, les facteurs humains et la fiabilité. Cet enseignement se fera au niveau du premier et deuxième cycle et le candidat devrait être intéressé à la recherche dans l'une des spécialités nommées ci-haut. Le doctorat est préféré mais les candidats au niveau de la maîtrise et intéressés à compléter des études de troisième cycle seront considérés sérieusement. L'éligibilité aux associations professionnelles du génie est d'avantage. La connaissance des deux langues officielles est requise. Cette position est ouverte aux hommes et aux femmes. La rémunération dépend de l'expérience jusqu'à un maximum de \$30,800 (non confirmé). Les applications accompagnées d'un curriculum-vitae devraient être soumises au Dr. A.K.S. Jardine, Directeur, Département de génie et gestion, Royal Military College, Kingston, Ontario, K7L 2W3.

DALHOUSIE UNIVERSITY. Engineering. Dalhousie University offers the first two years of undergraduate studies in engineering, and is associated with the Technical University of Nova Scotia for the upper undergraduate years and graduate studies. The administrative expenses to make a tenure track appointment in the area of Engineering Design and Graphics, effective July 1, 1981. Applicants should be a specialist in either engineering design or computer graphics. Responsibilities will include first and second year undergraduate teaching (at Dalhousie), upper undergraduate or graduate teaching (at TUNS), research or development in the area of specialty, and participation in the administrative activities of this Department. The Ph.D. degree (or equivalent) and eligibility for membership in the Association of Professional Engineers of Nova Scotia are expected. Appointment at the level of either Assistant Professor or Associate Professor is possible. The likely term of the initial appointment is three years. Letters of application should be addressed to: Professor D.R. Lewis, Chairman, Department of Engineering, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

ENGINEERING CHEMICAL

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chemical Engineering. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields of chemistry and chemical engineering: Theory of conformational changes and chemical reactions, energy hypersurfaces, quantum chemistry of biomolecules, photochemistry and radiation chemistry of transition metal complexes and high pressure chemistry, laser photochemistry, photophysics and spectroscopy, organometallic chemistry, organic reaction mechanisms, electron spin resonance of solid state defects and organic radicals, spin Hamiltonian theory, chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques, corrosion engineering, catalysis, production of liquid and gaseous hydrocarbons from coal biomass. These positions are tenable initially for one year, renewable, at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor A.R. Knight, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Canada. Telephone: (306) 343-2933.

ENGINEERING CIVIL

UNIVERSITY OF BRITISH COLUMBIA. Department of Civil Engineering. Applications are invited for a tenure-track position in the Department of Civil Engineering. The successful candidate will be expected to develop and teach graduate course(s) in structural steel design, and to undertake

research in this area. Well-equipped laboratory space is available, with jacks, loading frames, data acquisition systems; the computer facilities are second to none. Contacts with local industry will be encouraged. An excellent opportunity exists for growth and leadership in this area. The Civil Engineering Department currently has a faculty of 26, there are about 63 graduate students and about 100 undergraduate students per year. Salary and rank will depend on qualifications and experience. Write to: Dr. R.G. Campanella, Head, Civil Engineering Department, University of British Columbia, 2324 Main Mall, Vancouver, B.C. Canada, V6T 1W5.

ENGINEERING ELECTRICAL

CARLETON UNIVERSITY. Department of Electronics. The Department invites applications for a Faculty position, at Assistant or Associate Professor level depending upon qualifications and experience. The position involves undergraduate and graduate teaching and research, supervision and research, in Communications Electronics, Digital Integrated Circuits Technology or some combination of those areas. The candidate should possess a Ph.D. in Electrical Engineering. Research experience is desirable. The date of appointment is July 1, 1981. Closing date for applications is March 3, 1981. This position is advertised subject to budgetary approval. Applicants should send curriculum vitae, with three references, to the Chairman, Department of Electronics, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF SASKATCHEWAN. Department of Electrical Engineering. A tenurable position is available, subject to financial provision, for an active researcher able to present graduate and undergraduate classes. The applicant should have a Ph.D. Industrial experience would be an important asset. The appointment will be at a level appropriate to experience and qualifications within the Assistant Professor range. The subject areas of interest to the Department are Microprocessor system applications in electronic instrumentation and power; Power electronics; Communication techniques; Micro and Opto-electronics. Reply before March 16, 1981 to the Chairman, Dr. A.R. Boyle, Electrical Engineering Department Faculty Search Subcommittee, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

CONCORDIA UNIVERSITY. Department of Electrical Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor in the Department of Electrical Engineering at Concordia University. The position will involve research in the area of power electronics with applications to motor drives and related systems, and teaching in this and associated areas. Applicants should hold a doctorate in an appropriate area and be familiar with modern trends in their area. Industrial experience will be considered an asset. The Department has laboratory facilities for dynamic testing of motor drive systems. Applications, which should include curriculum vitae and the names of three referees, should be addressed to: Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

McMASTER UNIVERSITY. Department of Electrical and Computer Engineering. One tenurable position is open at the Assistant Professor level as of January 1, 1981 or as soon as possible thereafter. Candidates must have a strong interest in both undergraduate and graduate teaching and excellent research potential or record in the area of Communications Systems. The successful applicant will be expected to join the Communications Research Laboratory and take part in contract research. In addition, it is anticipated that a faculty position will be available at the Assistant Professor level as of July 1, 1981. For this position, preference will be given to candidates with strong research expertise and record in the hardware/software aspects of computer engineering. Resumes, including the names and addresses of three referees should be addressed to: Dr. D.P. Taylor, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7.

ENGINEERING MECHANICAL

McGILL UNIVERSITY. Department of Mechanical Engineering. The Department of Mechanical Engineering, McGill University, and the Applied Physics Division of the Pulp and Paper Research Institute jointly announce a new opening for an Auxiliary Professorship at the level of a normal Senior Assistant/Junior Associate Professor's level, with commensurate salary. The Auxiliary Professor's main duties will be to develop a program in the field of Mechanical Engineering (e.g. in solid mechanics) which will have applications in the pulp and paper industry; he is expected to supervise graduate students and teach at least one course in the area of his specialization. It is expected that applicants for this position will have a Ph.D. in Mechanical Engineering or Engineering Physics. Some experimental background in applied mechanics and industrial experience would be decided assets. Please send applications and names of three referees to: Professor M.P. Paldoussis, Chairman, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W. Montreal, Quebec, Canada, H3A 2K6.

ENGINEERING SURVEYING

UNIVERSITY OF NEW BRUNSWICK. Department of Surveying Engineering. Applications are invited for one tenure-track faculty position in the Department of Surveying Engineering. Responsibilities: To teach at the undergraduate and graduate level and to develop a research programme in one or more surveying engineering fields. Qualifications: Ph.D. or equivalent. Salary: Negotiable. Effective Date: July 1, 1981. Applications should be sent to: Professor A.C. Hamilton, Chairman, Department of Surveying Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3.

ENGLISH

TRENT UNIVERSITY. Department of English Literature. Applications are invited for the positions of Instructors in English Literature for the coming Spring and Summer sessions in the following course: English Canadian Prose (in Peterborough July 6th to Aug. 18th); American Renaissance (off-campus location in Oshawa, July 6th to Aug. 18th); Milton (off-campus location in Oshawa, May 11th to Aug. 5th). The stipend for each position is \$3,500. Applications accompanied by full curriculum vitae and the names of at least two referees should be sent to Professor O.S. Mitchell, Acting Chairman, Department of English, Trent University, Peterborough, Ontario, K9J 7B8, before February 28th, 1981.

UNIVERSITY OF TORONTO. Department of English. Applications are invited for a tenure-stream appointment as associate professor (budget permitting). Qualifications must include publications of high quality and an established competence to teach graduate courses in the history of English criticism. Strength in other areas is desirable. The appointment would begin 1 July, 1981, or under special circumstances, 1 July, 1982. Salary will depend upon qualifications; the floor for this rank is now \$23,100. This appointment could also be arranged as a visiting associate professorship for 1981-82. Applications, with vitae and names of referees, should be sent to Denton Fox, Chairman, Department of English, University of Toronto, Toronto, Ontario, M5S 1A2. Applications received after March 15 may be too late to be considered.

LAURENTIAN UNIVERSITY. Department of English. The Department of English, Laurentian University, will make an appointment in the rank of assistant professor, budgetary considerations permitting. Open to both men and women, this position is seasonal and for the 1981-1982 year only, beginning September 1, 1981. Ph.D. preferred or possible Master Fine Arts with substantial qualification in Canadian literature would be an asset. Courses to be taught would be at the undergraduate level. Salary would be commensurate with qualifications and experience; present scale for rank \$21,404-\$31,328. CV and names of three referees should be sent to Professor S.G. Mullins, Chairman, Department of English, Laurentian University, Sudbury, Ontario, P3E 2C6.

LAURENTIAN UNIVERSITY. Department of English. Department of English, Laurentian

University seeks an associate professor. This position is open to both men and women and is a tenure-track position, beginning September 1, 1981. Must have a Ph.D. and strong publication record, with specialization in modern and contemporary literature (a secondary qualification in Romantic or Victorian would be an asset). Candidate would be expected to teach at both undergraduate and graduate levels. Salary will be commensurate with qualifications and experience; present scale for rank ranges from \$26,724 to \$38,904. CV and names of three referees should be sent to Professor S.G. Mullins, Chairman, Department of English, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITY OF SASKATCHEWAN. Department of English. Assistant Professorship in Canadian Literature, with preference given candidates with special interests in Canadian drama. Ph.D. essential, active research and teaching experience desirable. Teach undergraduate and, on occasion, graduate courses. Salary depending on qualifications and experience. 1980-81 Floor \$21,120. Applications to: Robert L. Calder, Head, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Position for July 1, 1981. Deadline March 16, 1981.

DALHOUSIE UNIVERSITY. Department of English. The Department of English expects to make three appointments from July 1, 1981. 1. An appointment at the level of professor — in addition to undergraduate teaching, the successful applicant for this senior position will be expected to undertake graduate supervision and teaching in Victorian poetry and criticism. The salary range (under negotiation) is at present between \$26,630 and \$44,034. 2. A tenure-track appointment at the level of assistant professor — Applicants should have a special interest in Renaissance non-dramatic literature. The salary range (under negotiation) is at present between \$17,750 and \$26,450. 3. A tenure-track appointment at the level of assistant professor. Applicants should have a special interest in one of the following areas: Nineteenth-century American literature; Language studies and/or literary criticism; Eighteenth-century literature; the Romantic period. The salary range (under negotiation) is at present between \$17,750 and \$26,450. Applications should be made to: Professor Rowland Smith, Chairman, Department of English, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5.

ENTOMOLOGY

UNIVERSITY OF MANITOBA. Department of Entomology. Faculty of Agriculture. Applications are invited for the position of Assistant Professor of Entomology at the rank of Associate Professor or Professor, effective September 1, 1981. This will be a tenure stream appointment. Applicants should have demonstrated a record of successful administration and leadership as well as high academic and research accomplishments. Applicants should be prepared to teach and do research in one or more of the following areas: insect biosystematics, insect morphology, crop protection and integrated pest management, biting flies biology, aquatic entomology, or medical-veterinary entomology. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application. Applications will be accepted until February 28, 1981, or until a satisfactory candidate has been identified. Applications should be sent to: Dean R.C. McGinnis, Faculty of Agriculture, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

FAMILY STUDIES

UNIVERSITY OF MANITOBA. Department of Family Studies. A full time position is available at the assistant or associate level to each graduate and undergraduate course and to undertake research in the area of family economics, consumer studies and/or home management. Preference will be given to applicants holding a Ph.D. or equivalent who have demonstrated competence in teaching and research. Salary and rank commensurate with qualifications and experience. This

may be a tenure stream position. Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application are especially encouraged to apply. Enquiries and applications, including a complete curriculum vitae and the names of three referees should be sent to: Professor Ruth Berry, Chairman of Selection Committee, Department of Family Studies, Faculty of Home Economics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The position is available immediately and will remain open until filled.

UNIVERSITY OF GUELPH. Department of Family Studies. Assistant Professor (2-year contractually limited term appointment). Ph.D. in a social or biological science relating to human growth and development. Candidates having additional interests in human nutrition or health behaviour preferred. Teaching and research in human growth and development. Candidates should have an interest in working within a multidisciplinary environment. Floor for Assistant Professor is \$20,116. Send full curriculum vitae and names of three referees to: Dr. R.M. Barham, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. July 1 or before and subject to final budgetary approval. Position open until filled.

UNIVERSITY OF GUELPH. Department of Family Studies. Lecturer (2-year contractually limited term appointment). Doctoral or Masters degree in Special Education, Psychology or related field and clinical or teaching experience with learning disabled children. Undergraduate courses on the Exceptional Child, Adolescent Development. Participation with multidisciplinary faculty team in providing psycho-educational assessment, programming and consultation for learning disabled children and their families in the Child and Family Services and Research Unit. Floor for Lecturer is \$17,115; actual salary negotiable. Send full curriculum vitae and names of three referees to: Dr. R.M. Barham, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. August and subject to final budgetary approval. Position open until filled.

UNIVERSITY OF GUELPH. Department of Family Studies. Assistant Professor (tenure track). Ph.D. and/or M.D. and research experience in a discipline relating to social gerontology; strength in the psychological and/or biological aspects of aging an advantage. Candidates should have an interest in working within a multidisciplinary environment. Undergraduate and graduate teaching and research in social gerontology and in human development. Floor for Assistant Professor is \$20,116. Send full curriculum vitae, selected reprints and names of referees to: Dr. R.M. Barham, Chairman, Department of Family Studies, College of Family and Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. July 1, 1981 and subject to final budgetary approval. Position open until filled.

UNIVERSITY OF GUELPH. Department of Family Studies. Human Nutrition. Assistant Professor (tenure track). Ph.D. and research experience in human nutrition (e.g. experimental, clinical), some work experience in an applied or clinical setting preferred. Candidates should have an interest in working within a multidisciplinary environment. Undergraduate and graduate teaching and research in human nutrition. Floor for Assistant Professor is \$20,116. Send curriculum vitae, selected reprints and names of referees to: Dr. R.M. Barham, Chairman, Department of Family Studies, College of Family and Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. As soon as available and subject to final budgetary approval. Position open until filled.

FINANCE

UNIVERSITY OF SASKATCHEWAN. Department of Finance. Assistant Professor. Qualifications: Doctorate completed or near completion. Strong potential for research. Teaching graduates and undergraduates. Salary: open. Starting Date: July 1, 1981. Write to: H. Bishara, Head, Department of Finance and Management Studies, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. (Also one year appointments for sabbatical leave replacements are anticipated.) **UNIVERSITE D'OTTAWA.** Finance. Faculté d'Administration, Université d'Ottawa. Poste à plein temps complet en finance

disponible le 1er juillet 1981. Le(la) candidate(e) devra posséder un baccalauréat ou être près de le terminer. Recherche et enseignement au niveau gradué et au niveau du 1er cycle. Le bilinguisme (français et anglais) serait un atout. Rang à salaire selon les titres, qualités et expérience. S'adresser par écrit à Dr. W. Rantz, Coordinateur, Finance, Faculté d'Administration, Université d'Ottawa, 135, rue Wilbrod, Ottawa (Ontario) K1N 9B5.

UNIVERSITY OF OTTAWA, Finance. Faculté d'Administration, Université d'Ottawa. Faculté position in Finance starting July 1, 1981. Tenure-track appointment requires Ph.D. degree in hand or near completion. Research and teaching at undergraduate and graduate levels. Bilingualism (English and French) would be an asset. Rank and Salary depend on qualifications and experience. Send resumé to Dr. W. Rantz, Coordinator, Finance Area, Faculty of Administration, University of Ottawa, 135 Wilbrod Street, Ottawa, Ontario, K1N 9B5.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for position in the Department of Finance and Management Science. Rank is open. Ph.D. is preferred. Required to teach graduate and undergraduate courses. Salary is competitive. Applications should be sent to: Dr. Milton Chew, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for position in the Department of Finance and Management Science. Rank is open. Ph.D. is preferred. Required to teach graduate and undergraduate quantitative/management science courses. Salary is competitive. Applications should be sent to: Dr. Milton Chew, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

FINE ARTS

UNIVERSITY OF VICTORIA. Art Historian. Assistant Professor. Specialist in 19th and 20th century painting, sculpture, and criticism (European, Canadian and American). Ph.D. required. Appointment from July 1, 1981, subject to funding. Where qualifications are equivalent, preference will be given to Canadian citizens or landed immigrants. Application deadline February 28, 1981. For further information: Dr. Charles Wicke, Chairman, Department of History in Art, University of Victoria, Victoria, B.C. V8W 2Y2, Canada.

UNIVERSITY OF MANITOBA. Printmaker. Lecturer level. Salary Grade 13. Application deadline April 28, 1981. Note: The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application.

FOODS

UNIVERSITY OF MANITOBA. Department of Foods and Nutrition. Specialist in Foods. Applications are invited for an academic position at the rank of lecturer or assistant professor with expertise in sensory evaluation and training in the chemical and nutritional assessment of food. The successful candidate will be expected to teach undergraduate and graduate courses and to develop a research program in the area of consumer food quality assessment. Preference will be given to applicants holding Ph.D. or equivalent with demonstrated or potential ability in teaching and research. The position will be a term appointment with rank and salary commensurate with qualifications and experience. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and other eligible for employment in Canada at the time of application. Enquiries and applications, including a complete curriculum vitae and names of three

references, should be sent to Professor Vera Moroz, Chairman of the Search Committee, Department of Foods and Nutrition, Faculty of Home Economics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The position is available immediately and will remain open until filled.

UNIVERSITY OF ALBERTA. Foods and Nutrition. Assistant professor of food service management. Ph.D. in food service management and foods or Ph.D. in academic field supportive of the area of food service management. Minimum acceptable would be a Master's degree with appropriate experience. To teach and to develop a research program in food service management. Assistant Professor - 1980-81 is \$21,269, 1981-82 salary scale is being negotiated. Interested male or female applicants should submit a resume to: Dr. Zénia Hawrysh, Chairperson, Foods and Nutrition Division, Faculty of Home Economics, University of Alberta, Edmonton, Alberta, T6G 2M8. Starting Date July 1, 1981. Closing date when position filled. The University of Alberta is an equal opportunity employer.

GEOGRAPHY

YORK UNIVERSITY. Department of Geography. Assistant Professor. Contractually limited appointment for one or two years beginning Fall, 1981, subject to budgetary approval. Ph.D. required. Climatologist, preferably with an interest in bioclimatology. Send vita and names of three referees. Apply: James R. Gibson, Chairman, Department of Geography, York University, 4700 Keele Street, Downsview, Ontario, Canada, M3J 1P3.

SAINT MARY'S UNIVERSITY. Department of Geography. Assistant Professor (probationary appointment initially for three years). To commence September 1, 1981. To teach and conduct research in coastal geomorphology and coastal zone management in order to contribute to our marine studies program. Ability to teach introductory physical geography and advanced geomorphology. Willingness to help coordinate cooperative education/work/study program an asset. Ph.D. required. Salary commensurate with qualifications and experience. Send curriculum vitae and the names of three referees. Apply to: Dr. Robert J. McCalla, Chairman, Department of Geography, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3.

WILFRID LAURIER UNIVERSITY. Department of Geography. Lecturer. Replacement appointment for one year beginning July 1, 1981. Duties to commence September 1, 1981. Ph.D. or advanced dissertation stage required. Preference will be given to applicants who are eligible for employment in Canada at the time of application. To teach graduate and undergraduate courses in Physical Geography. Salary commensurate with experience and academic record. Curriculum vitae and names of three referees to: Dr. H.C. Sanderson, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

WILFRID LAURIER UNIVERSITY. Department of Geography. Assistant Professor for a limited appointment of one or two years beginning July 1, 1981. Duties to commence September 1, 1981. Ph.D. required. Preference will be given to applicants who are eligible for employment in Canada at the time of application. To teach graduate and undergraduate courses in urban-economic geography. Salary commensurate with experience and academic record. Curriculum vitae and names of three referees to: Dr. H.C. Sanderson, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

GEOLOGY

CARLETON UNIVERSITY. Department of Geology. The department invites applications for a tenure-track faculty position at the Assistant Professor level. Appointment date: July 1, 1981. Candidates should have a Ph.D. in Geology, with a strong interest in field research. Must be willing to teach introductory geology as well as graduate and advanced undergraduate courses in the applicant's area(s) of specialization. The three principal fields of graduate study and research at Carleton are: Resource Geology, Structure and Geodynamics, Precambrian Geology. Preference will be given to experienced applicants who can

contribute to the first two of these fields. Send curriculum vitae and the names of three referees, before April 15, 1981, to: Dr. J.A. Donaldson, Chairman, Department of Geology, Carleton University, Ottawa, Ontario, K1S 5B6.

CARLETON UNIVERSITY. Department of Geology. The Department invites applications for a one-year appointment, with the possibility of renewal. Appointment date: July 1, 1981. Courses to be taught include structural geology at the senior undergraduate and graduate levels. Ph.D. in structural geology required. Salary at Assistant or Associate Professor level. Send curriculum vitae and names of three referees, before April 15, 1981, to: Dr. J.A. Donaldson, Chairman, Department of Geology, Carleton University, Ottawa, Ontario, K1S 5B6.

SAINT MARY'S UNIVERSITY. Department of Geology. The Department invites applications for a probationary faculty appointment commencing in September, 1981. The position is in the field of sedimentology and/or structural geology with emphasis on coal and/or petroleum geology. Ph.D. required. The successful candidate will be expected to develop a strong research program in the area of coal and/or petroleum geology. Teaching responsibilities will include undergraduate courses in the general area of structural geology and sedimentology. Rank and salary are open. Send applications and resume including the names and addresses of three referees to: Chairman, Department of Geology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

DALHOUSIE UNIVERSITY. Department of Geology. The Department of Geology invites applications for three tenure-track positions and one sabbatical replacement from July 1, 1981. The appointment is for a tenure-track Assistant Professor. Exceptionally qualified candidates could be appointed at the Associate Professor level. The applicant would be expected to contribute to supervision of graduate research and the undergraduate teaching programme, in particular in the development of classes in exploration geophysics. Applicants who have or can acquire interests within the marine activities of the Department will be given special consideration. 2. One tenure-track appointment at the Assistant Professor level. The candidate should have interests in one or more of the following fields: Pleistocene Geology, Structural Geology, Stratigraphy of Continental Shelves, Petroleum Geology, Exploration. 3. One additional tenure-track appointment at the Assistant Professor level, subject to budgetary approval. The candidate should be specialized in a field relevant to the department's new emphasis in marine resources. 4. A one-year (limited-term appointment) Assistant Professor from July 1st, 1981 to June 30th, 1982. The candidate will be required to teach the equivalent of between one and a half and two full courses during the year, in one or more of the following areas: Introductory Geology, Introductory Mineralogy, Igneous or Metamorphic Petrology, Structural Geology, Precambrian Geology, Economic Geology. The University normally provides limited research funds. The Department is expanding its marine programme into marine resources. It has close ties with the Federal Government's Bedford Institute of Oceanography in Dartmouth, N.S. and with the Department of Oceanography at Dalhousie. The University will generally provide funds to assist in the starting up of personal research. Applicants should state which posts they are applying for, and include a curriculum vitae and the names of 3 referees. Before March 15, 1981, to: D.B. Clarke, Chairman of Search Committee, Department of Geology, Dalhousie University, University, Halifax, Nova Scotia, Canada, B3H 3J5; phone (902-424-3438 or 2358) Telex 019-21863.

UNIVERSITY OF NEW BRUNSWICK. Department of Geology, Geochemistry/Brittle Deformation. The Department has a tenure track position available from July 1, 1981, at Assistant Professor or higher level. The successful applicant will be expected to teach both undergraduates and graduates as well as supervising research and supervising graduate students. Applications will be accepted in the following fields: Geochemistry of ore bodies, exploration, environmental or soil geochemistry, brittle deformation, rock mechanics or site engineering. Applicants should have a Ph.D. and preferably post doctoral experience. Applications including a curriculum vitae and names of three referees should be sent to: P.F. Williams, Chairman, Department of Geology, University of New Brunswick, Fredericton, N.B. E3B 5A3.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Physical Sciences Division. Geologist — Fluids. Applications are invited for a position starting July 1981 at the Assistant Professor rank. Contract is for three years and is renewable. Candidates should have a Ph.D. in an aspect of fluid behavior in geological systems with a solid background in the physical sciences. The successful candidate would be expected to develop an active research and teaching programme in hydrogeology or similar area and to contribute to existing research programmes related to natural fluid systems. Send curriculum vitae and the names of three referees to: Professor John E. Dove, Chairman, Physical Sciences Division, Scarborough College, University of Toronto, 1265 Military Trail, West Hill, Ontario, Canada, M1C 1A4.

HEALTH SERVICES ADMINISTRATION

UNIVERSITY OF ALBERTA. Health Services Administration. The Division of Health Services Administration has a tenure track position available for a person qualified to teach in any one or more of the following areas: health care accounting and finance; organization and management theory; sociology of health care; or health planning and policy analysis. Qualifications: Ph.D. or equivalent; knowledge of Canadian health care system; experience in both the health care field and the university setting desirable. Position available immediately but delay until July 1, 1981, is feasible. The University of Alberta is an equal opportunity employer. Interested applicants please submit a comprehensive resumé to: Dr. C.B. Hazlett, Acting Director, Division of Health Services Administration, Faculty of Medicine, University of Alberta, Edmonton, Alberta, T6G 2G3.

HISTORY

DALHOUSIE UNIVERSITY. Department of History. Dalhousie University invites applications for the position of Assistant Professor or Lecturer in Canadian History as one-year leave replacement to commence July 1, 1981. Interested applicants should possess a Ph.D. with successful teaching experience. The position requires teaching undergraduate courses in Canadian Social and Economic History in the 19th and 20th centuries. The salary (currently under negotiation) according to qualifications and experience. Applications and three letters of reference should be addressed to Professor Judith Fingard, Department of History, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. Closing Date: April 1, 1981 or when the position is filled.

THE UNIVERSITY OF LETHBRIDGE. Department of History. Rank: One position at the Assistant Professor level. Qualifications: Ph.D. or near completion. Major area of specialization should be in modern western Europe, or late medieval/early modern Europe. Candidates should emphasize any additional topic or area qualifications they possess. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 - \$30,794. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. James Tagg, Chairman, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981/07/01. Closing Date: When position filled.

HORTICULTURAL SCIENCE

UNIVERSITY OF GUELPH. Ontario Agricultural College. Department of Horticultural Science. Research Associateships for studies on Photosynthesis and Crop Productivity. Several new research positions at both the research associate and graduate student levels will become available in 1981. The primary theme of the program is photosynthesis and crop productivity. Applicants with training and interest in any of the following disciplines: horticulture, crop science, genetics, plant physiology, biochemistry and biophysics are encouraged to apply.

Financial support is dependent upon qualifications, and guidelines set down by the Natural Science and Engineering Research Council of Canada. Enquiries should be sent to Dr. Bernard Grodzinski, Department of Horticultural Science, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. (Telephone Area Code 519, 824-4120, extension 3439).

UNIVERSITY OF GUELPH. Department of Horticultural Science. Announcement of Vacant Position in Weed Physiology/Genetics. Position: Assistant/associate Professor of Horticulture. Date available: July 1, 1981 (subject to budgetary restraints). Description: This position primarily involves teaching and research in weed physiology/genetics with some extension input. The successful candidate should have demonstrated proficiency in weed physiology and genetic manipulation in developing plant resistance to herbicides. He/she will be expected to work closely with other weed scientists in Ontario and to develop co-operative research projects with other faculty members within horticulture as well as with other faculty in an interdisciplinary weed physiology group. He/she also will be encouraged to develop research in areas of physiology/genetics particularly with vegetable crops. The teaching component involves participation in the development and teaching of courses in plant propagation at the Diploma, Undergraduate and Graduate levels. Salary: The salary is competitive and the level of appointment will depend on qualifications of the applicant. Benefits include a University and Provincial major-medical coverage, a dental insurance plan and sabbatical privileges. Applicant: The candidate must possess a Ph.D. with special emphasis on cropbreeding for resistance to herbicide damage. Personal data, transcripts of university records, names and addresses of three professional referees and a complete list of publications should be sent to: Dr. L. Nonnecke, Chairman, Department of Horticultural Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Deadline for applications February 28, 1981.

INDUSTRIAL DESIGN

CARLETON UNIVERSITY. School of Industrial Design. Applications are invited for a nine-month term (August 15, 1981 to May 15, 1982) position of Assistant Professor in the School of Industrial Design at Carleton University. Teaching duties will include Visual Communication, Introductory Product Design and one Minor Product Design Studio at the Fourth Year level. Candidates should have an academic background in industrial design, and experience in professional product design as well as in industrial design education. Salary will depend on qualifications. Applications should include a curriculum vitae with a description of professional and educational career, and should be submitted before March 3, 1981 to Wm. Gilles, Director, School of Industrial Design, Carleton University, Ottawa, Ontario, K1S 5B6.

LANGUAGES/LINGUISTICS

UNIVERSITY OF TORONTO. Department of French. Assistant Professor, tenure stream position. Quebec literature or French and French-Canadian linguistics (budget permitting). Ph.D. or equivalent. The appointment will depend on qualifications and experience. The Department of French reserves the right to make a probationary appointment only. Undergraduate teaching in language practice and in the area of specialization, eventually graduate teaching in the latter. Salary according to University of Toronto scale and experience. Curriculum vitae and the names of three referees should be sent to Professor Brian Merrilees, Chairman, Department of French, 7 King's College Circle, University of Toronto, Toronto, Ontario, M5S 1A1. Starting July 1, 1981 or by arrangement. Deadline for applications is April 15, 1981.

UNIVERSITY OF TORONTO. Department of Spanish and Portuguese. Title of Position: Assistant Professor of Spanish, for tenure stream position (subject to budgetary approval). Qualifications required: Ph.D. or its equivalent, with a thesis in peninsular literature (Golden Age or later) or stylistics.

Publications essential. Native or near native fluency preferred. Nature of Duties: Undergraduate and graduate teaching and research in peninsular literature as well as stylistics and syntax. Salary: Competitive. Enquiries should be sent to: Professor Kurt L. Levy, Department of Spanish and Portuguese, University of Toronto, Toronto, Ontario, M5S 1A1. Effective Date of Appointment: July 1, 1981. Closing Date for Applications: March 1, 1981.

UNIVERSITÉ LAURENTIENNE. Ecole de Traducteur et Interprètes. Professeur de traduction et d'interprétation. Minimum M.A.; bilingue (anglais/français). Sera responsable de cours d'interprétation consecutive, prise de notes et contraction de textes. Termes et durée du contrat à discuter et sous réserve des restrictions administratives et budgétaires. A partir du 1er juillet 1981. Appel aux candidatures mixtes jusqu'au 28 février 1981. CV et noms de trois répondants à: G.E. Pitcher, Directeur, Ecole de Traducteurs et Interprètes, Université Laurentienne, Chemin du lac Ramsey, Sudbury, Ontario, P3E 2C6.

LAURENTIAN UNIVERSITY. School of Translators and Interpreters. Instructor of translation from French to English, programme for anglophones. Minimum M.A. in translation or related field. Terminology and/or interpretation would be assets. Terms and length of contract to be discussed, and subject to administrative and budgetary restrictions. Position to start July 1st, 1981. Applications are invited from men and women, with a deadline for February 28, 1981. Submit CV and three references to: G.E. Pitcher, Director, School of Translators and Interpreters, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.

CONCORDIA UNIVERSITY. Languages. The TESL Centre of Concordia University requires a lecturer during the Summer Session May - August 1981 to teach ESL Methodology (3-credits). The Role of Literature in the ESL Class (3-credits) and to teach one section of ESL study skills to non-native speakers (6-credits). An additional lecturer may also be required to teach Introductory applied linguistics and language acquisition. The successful applicant(s) will have extensive experience in the training of ESL teachers for elementary and secondary schools, materials production, and undergraduate teaching. Salary: \$2,000 per 3-credit undergraduate course. Closing Date: When position filled. Reply: Professor R. Mackay, Director 1981 TESL Summer Session, Concordia University, Room MI 110, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

UNIVERSITY OF LETHBRIDGE. Department of Modern Languages. Rank: One position at the Assistant Professor level in German. Literature in the ESL Class (3-credits) and to teach one section of ESL study skills to non-native speakers (6-credits). An additional lecturer may also be required to teach Introductory applied linguistics and language acquisition. The successful applicant(s) will have extensive experience in the training of ESL teachers for elementary and secondary schools, materials production, and undergraduate teaching. Salary: \$2,000 per 3-credit undergraduate course. Closing Date: When position filled. Reply: Professor R. Mackay, Director 1981 TESL Summer Session, Concordia University, Room MI 110, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

ST. FRANCIS XAVIER UNIVERSITY. Department of Modern Languages. Applications are invited for a position in the Department of Modern Languages. Qualifications required: Doctorate in French, experience in university teaching. Ability to teach basic Spanish an asset. Nature of duties: The undergraduate level. Salary and rank: Negotiable according to qualifications and experience. Effective date of appointment: September 1, 1981. Applications should be forwarded to Mrs. G. Sanderson, Chairman, Department of Modern Languages, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Applications will be accepted until the position is filled.

LAURENTIAN UNIVERSITY. Department of Modern Languages. Russian. Sabbatical replacement for 81-82 in Russian. Lecturer or assistant professor level. To teach Russian language and literature and culture courses. 10 month contract (Sept. 81-June 82). Position subject to approval of necessary budget allocations. Applications are invited from men and women and should be sent to: Chairman, Department of Modern Languages, Laurentian University, Sudbury, Ontario, P3E 2C6.

LAURENTIAN UNIVERSITY. Department of Modern Languages. Italian. Sabbatical

replacement for 81-82 in Italian. Lecturer or assistant professor level. To teach Italian language, literature and culture courses. 10 month contract (Sept. 81-June 82). Bilingual (French, English) preferred. Position subject to approval of necessary budget allocations. Applications are invited from men and women and should be sent to: Chairman, Department of Modern Languages, Laurentian University, Sudbury, Ontario, P3E 2C6.

MOUNT SAINT VINCENT UNIVERSITY. Modern Languages. Assistant Professor. Ph.D. with experience in teaching French language audio-visual programs. To teach French language including Business French at all undergraduate levels. \$18,400. (1980/81 floor). Send applications with a curriculum vitae and names of three referees to Dean of Humanities and Science, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J5. Position for July 1, 1981. Deadline March 15, 1981.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Modern Language Centre. An appointment is to be made in the Modern Language Centre which is housed in the Department of Curriculum. The Ontario Institute for Studies in Education at the level of Assistant or Associate Professor. The position may be filled in one or more of the following areas: Second language pedagogy, French as a second language (FSL), Minority languages. Applicants should have a doctorate and be a specialist in one (or more than one) of the areas indicated. They should be able to teach graduate courses at the master's and doctoral level and be admissible to the University of Toronto School of Graduate Studies. They should also be able to guide and undertake research in their field of expertise and be willing and able to undertake field work with practitioners. The second language pedagogy area covers the theory underlying second language teaching and the study of practice. The FSL area involves research in the descriptive and educational linguistics of French as these relate to FSL teaching and learning at all levels of education. The minority languages area is concerned with the psycholinguistic, sociolinguistic and educational aspects of bilingualism in minority children. Authorization has been given for a tenure-track appointment to be made if appropriate and if the successful applicant is approved for such an appointment. The successful applicant will be expected to provide evidence of a high level of scholarship, recognized expertise and an ability to make a substantial and sustained academic contribution to the field. Applications with curriculum vitae and names of three referees should be sent to: Dr. John R. Malley, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. The deadline for applications is March 14, 1981.

CARLETON UNIVERSITY. Department of French. Instructor to teach five language courses, from beginners to advanced level. One year replacement appointment. B.A. or higher degree in French. Salary: \$18,400. Visual materials as experience using audio-visual materials. Effective July 1, 1981, to June 30, 1982. Send CV and the names of three referees to Donald Smith, Chairman, Department of French, Carleton University, Ottawa, Ontario, K1S 5B6. Applications accepted until March 3, 1981. Salary, dependent on qualifications, will be in the range of Instructor.

UNIVERSITY OF MANITOBA. Department of Near Eastern and Judaic Studies. The Department invites applications for a Seasonal 10-month appointment commencing September 1, 1981. Assistant Professor. Ph.D. required. Ability to teach Modern Hebrew Language courses at all levels. Ability to teach Hebrew Literature is also desirable. Salary commensurate with qualifications and experience. The University encourages both women and men to apply. This appointment and especially invites applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application. Apply to Dr. Moshe Nahir, Head, Department of Near Eastern and Judaic Studies, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Closing Date: April 15, 1981.

LATIN AMERICAN STUDIES

SIMON FRASER UNIVERSITY. Latin American Studies. Applications are invited for a full-time Assistant Professor appointment in Latin American Studies. Applicants

should have academic specialization in a discipline or disciplines related to Latin America, e.g., history, sociology, anthropology, political science, archaeology, geography, etc. Recognized achievement in the arts or public life may be substituted for the above. Extensive experience in Latin America and a command of English is required. Duties will be interdisciplinary teaching at the undergraduate level. Salary will be commensurate with qualifications. The appointment will be made for either the Fall Semester (Sept. 1-Dec. 31/81) or the Spring Semester 1982 (Jan. 1-Apr. 30/82). Please send applications accompanied by supporting documentation and the names of three referees to the Co-ordinator, Latin American Studies Program, Simon Fraser University, Burnaby, B.C., V5A 1S6. Deadline for applications is March 31, 1981 or until position is filled.

LAW

UNIVERSITY OF ALBERTA. Law. Department of Industrial and Legal Relations in the Faculty of Business Administration and Commerce, invites applications for a full-time, tenure-track position in Legal Relations. Applicants must hold the LL.B. or J.D. degree, further training in law or in a related discipline is highly desirable. The Department offers programs of study in both industrial and legal relations, the latter being a new and developing field in Canada which provides a broadly-based interdisciplinary approach to legal studies in business and society. The successful applicant will participate in courses and program development. The position is available immediately. Applications should include a curriculum vitae and the names of at least three referees, and should be sent to Professor Suzanne Mah, Department of Industrial and Legal Relations, 320 Athabasca Hall, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. Telephone (403) 432-5367. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF OTTAWA. Faculty of Law. Applications are invited for positions in the Common Law Section subject to budget approval by the University. Though applications are not restricted to a particular area of law, we wish to further develop our curriculum in the areas of property and taxation in 1981/82. Salary and rank commensurate with qualifications and experience. Application should be made to Dean H.A. Hubbard, Faculty of Law, Common Law Section, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF SASKATCHEWAN. Law. Native Law Centre. Director. Applications are invited for the position of Director of the Native Law Centre. Applicants should have a graduate law degree or experience in practice and an interest in native law. Administrative ability is required. Experience working with native Canadian people and their organizations is desirable. The Director is generally responsible for the operation and development of the Centre. If the appointee so desires, duties may include part-time teaching at the College of Law, University of Saskatchewan. Salary is negotiable. Applications and inquiries should be made to the Director, Native Law Centre, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Law. The College invites applications for one-year term appointments and any tenurable positions that may become available with effect from July 1, 1981. Assistant professor will be a budgetary appointment. A graduate degree in law, significant experience in practice or equivalent is required. Salary will be commensurate with qualifications and experience. Applications, accompanied by a detailed curriculum vitae and the names of three referees, should be addressed to Dean Donald H. Clark, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

LAW. LL.D., author of several books and numerous articles in English, French and German, long teaching experience, is looking for senior position in a public or private, end/or comparative law (particularly socialist law). Especially interested in Law School intending to start offering these disciplines. Write to Dr. A. Wybranowska, 5242 Glovert, Montreal, Quebec, H3W 2E7. **CARLETON UNIVERSITY.** Department of Law. Several Faculty positions available subject to budgetary approval. Possible tenure track. Candidates must have an LL.M. degree. Professional qualifications in law and law teaching experience desirable.

Must be able to teach law courses at both introductory and advanced levels. Send applications, including curriculum vitae and names of three referees to R.L. Campbell, Chairman, Department of Law, Carleton University, Ottawa, Ontario, K1S 5B6. Effective date of appointment — July 1, 1981. Closing date of application — March 3, 1981.

LIBRARY

UNIVERSITY OF TORONTO. Faculty of Library Science. Title of position: Assistant Professor (tenure stream). Qualifications required: Ph.D. in Library or Information Science, completed or near completion. Ph.D. in Computer Science, completed or near completion, and an M.L.S. degree or proven interest in computer applications to information handling will also be considered. Nature of duties: To do research and to teach basic and advanced courses (both M.L.S. and Ph.D. level) in automation of library processes, systems analysis, and theories of information. Also participate in design and development of in-house mini-computer system for research and teaching. Salary offered: Salary negotiable depending on experience. Current minimum for rank — \$18,800. Person to whom enquiries should be addressed: Send curriculum vitae and names of 3 referees to: Dr. Katherine H. Packer, Dean, Faculty of Library Science, University of Toronto, 140 St. George Street, Toronto, Ontario, M5S 1A1. Effective date of appointment: as soon as available. Closing date for receipt of applications: March 1, 1981.

UKRAINIAN CULTURAL AND EDUCATIONAL CENTRE. Librarian. Applications are invited for the position of librarian at the Ukrainian Cultural and Educational Centre (Oseredok). Oseredok's library consists of over 20,000 volumes of books, periodicals, and newspapers. The librarian would be responsible for the daily operation of the library, the cataloguing of part of the existing collection and new acquisitions, and for reference/research services. Qualifications: Graduation with a degree from a recognized library school, or equivalent, preferably with an undergraduate degree in Ukrainian studies. Experience desirable. Fluent in English and Ukrainian. Salary: Up to \$16,000 depending on qualifications and experience. Resume and references should be submitted as soon as possible to: The Administrator, The Ukrainian Cultural and Educational Centre, 184 Alexander Avenue East, Winnipeg, Manitoba. R3B 0L6.

MANAGEMENT

UNIVERSITY OF SASKATCHEWAN. Management Science. Assistant Professor. Qualifications: Doctorate completed or near completion. Strong potential for research. Teaching graduates and undergraduates. Salary: Open. Starting Date: July 1, 1981. Write to: H. Bishara, Head, Department of Finance and Management Science, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. (Also one year appointment with sabbatical leave replacements are anticipated).

UNIVERSITY OF LETHBRIDGE. Management Arts. Rank: One or more positions (subject to funding) at the Assistant, Associate or Full Professor level. Qualifications: Doctorate or Masters plus advanced study and experience. Duties: Teaching and research in one or more of the following areas: accounting, finance, general management, management science, marketing, organizational theory and behavior, social responsibility. Salary: Salary and rank dependent upon qualifications. 1980-81 schedule minima: Assistant Professor \$22,004, Associate Professor \$28,175, Professor \$36,546. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: L.G. Hoye, Acting Chairman, Department of Management Arts, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: July 1, 1981. Closing Date: When position filled.

SAINT MARY'S UNIVERSITY. Department of Management. Applications are invited for regular probationary position in the Department of Management. Rank is open. Ph.D. is preferred. Required to teach graduate and undergraduate level courses. Salary is competitive. Send applications to: Dr. P. Fitzgerald, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

MARKETING

UNIVERSITY OF REGINA. Faculty of Administration. Associate or Assistant Professor in Marketing. Preference will be given to Ph.D. with some business experience. Salary is competitive, depending on overall qualifications. Interested candidates please send C.V. and names of references to Dean Don E. Shaw, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective date of appointment: July 1, 1981.

SAINT MARY'S UNIVERSITY. Department of Marketing. Applications are invited for position in the Department of Marketing. Rank is open. Ph.D. preferred. Required to teach graduate and undergraduate level courses. Salary is competitive. Applications should be sent to: Dr. Nathan Kling, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

CONCORDIA UNIVERSITY. Marketing. Assistant, Associate or Full Professor. Ph.D. in Sales Management, Consumer Behaviour, research and publication interests are expected. Salary highly competitive. Applications to: Dr. V.H. Kirpalani, Acting Chairman, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Start: September 1981 or after. Deadline — when positions filled.

MATHEMATICS/STATISTICS

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Applications are invited for a tenure track position at the Associate Professor level, effective September 1, 1981. Duties include teaching and research in applied mathematical sciences, preferably combining expertise in two of Operations Research, Numerical Analysis, Biostatistics, Statistics. Position subject to final budgetary approval. Send curriculum vitae including names of three referees to: Professor W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Applications are invited for three one-year contractually limited positions in the area of statistics effective September 1, 1981. Positions may be at the Assistant or Associate Professor level. Duties include undergraduate and/or graduate teaching, research and/or consulting. These positions are subject to final budgetary approval. Send curriculum vitae including names of three referees to: Professor W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1.

ROYAL ROADS MILITARY COLLEGE. Department of Mathematics. Royal Roads Military College invites applications for a two year term appointment as Assistant Professor in the Department of Mathematics effective 1 September 1981. Doctorate or near doctorate in any field of Mathematics desired. Salary and rank dependent upon qualifications and experience and relocation costs can be paid. Duties include research and undergraduate teaching. Complete dossiers including names of three referees should be sent to: Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0.

ROYAL ROADS MILITARY COLLEGE. Mathematics and Computer Science. Royal Roads Military College invites applications for a tenure track position as Assistant Professor in the Department of Mathematics and Computer Science effective 1 September 1981. Candidates should hold doctorate or near doctorate in applied mathematics or computer science. Salary and rank dependent upon qualifications and experience and relocation expenses can be provided. Duties include research and undergraduate teaching in Mathematics and Computer Science. Complete dossier, including names of three referees should be sent to: Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0.

THE UNIVERSITY OF LETHBRIDGE. Department of Mathematical Sciences. Computing Science. Rank: One position at the Assistant Professor level. Qualifications: Ph.D. or near completion. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor:

\$22,004 - \$30,794. Applications: Applications including a curriculum vitae, transcripts, three letters of reference and a summary of research goals should be sent to: The Chairman, Department of Mathematical Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing Date: When position filled.

DALHOUSIE UNIVERSITY. Department of Mathematics, Statistics and Computing Science. The Department expects to have a tenure track position in the area of Statistics at the assistant professor level starting July 1, 1981. Duties include research, teaching and consulting in the statistical consulting laboratory. Experience in consulting is an asset. Salary and rank are commensurate with experience. Dalhousie University is located in Halifax which is the major centre of the Maritime Provinces. There are many opportunities for involvement in research in oceanography, fisheries, biology and medicine. Send a resume and three names of referees to: Dr. A. Thompson, Chairman, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H8.

UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. The Department has a position open at the Assistant Professor level in Statistics. Qualifications: Ph.D., strong interest in teaching and research. Duties: Graduate and undergraduate teaching, research, and possibly cooperative research in substantial areas. The University of British Columbia offers excellent opportunity for employment to qualified male and female candidates. Vitae to: Professor B.N. Moysil, Head, Department of Mathematics, University of British Columbia, No. 121 - 1984 Mathematics Road, Vancouver, B.C. V6T 1Z4. Appointment to the position may be subject to budgetary restrictions. The closing date for applications is March 15, 1981.

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Applications are invited for a tenure track position at the assistant or associate professor level in the area of Statistics, effective September 1, 1981. Duties will include teaching undergraduate and graduate level courses, research and/or consulting. Send curriculum vitae including names of three referees to: W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval.

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Applications are invited for a tenure track position at the assistant or associate professor level in the area of Statistics, effective September 1, 1981. Duties will include teaching undergraduate and graduate level courses, research and/or consulting. Send curriculum vitae including names of three referees to: W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval.

CONCORDIA UNIVERSITY. Department of Mathematics. The Department of Mathematics anticipates a tenure-track position in Applied Mathematics, possibly jointly with the Faculty of Engineering, pending final budgetary approval. Applicants must have a strong commitment to teaching as well as demonstrated research abilities, preferably in Operations Research. Duties will include undergraduate and graduate teaching, research, and working with other members of the department to develop programmes in Applied Mathematics. Preference will be given to Canadian citizens. Send curriculum vitae and three letters of recommendation by March 1, 1981 to: Dr. H. Propp, Chairman, Department of Mathematics, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6.

SIMON FRASER UNIVERSITY. Department of Mathematics. The Department invites applications for a tenure-track position at the assistant professor level to Discrete Mathematics, commencing September 1, 1981. Applicants must have a Ph.D. or equivalent research experience in Discrete Mathematics. The salary will be commensurate with experience. Applications should be received as soon as possible. Applicants should arrange for three letters of reference to be sent directly to: Chairman, Department of Mathematics, Simon Fraser University, Burnaby, British Columbia. V5A 1S6. In

addition, we plan to make at least four temporary visiting appointments in 81-82 in the fields of Pure Mathematics, Applied Mathematics, and Statistics. These appointments can commence anytime after April 1, 1981. The salary, teaching load, and the term of appointment are all negotiable. Regular faculty at other universities in Canada or abroad on Sabbatical or leaves of absence shall be given preference.

MEDICINE

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department. Paediatrics. University Title: Assistant Professor. Hospital Name: Hospital for Sick Children. Hospital Rank: Staff Physician. Qualifications required: The candidate should have recently completed training in paediatrics cardiology and hold Canadian paediatric cardiology certification. Those eligible to sit that examination may also be considered. Canadian applicants will receive preference. Duties: The applicant would become engaged in the general duties of a paediatric cardiologist at the Hospital but would have major attachment in the divisions section of Echo-cardiology. Salary: Commensurate with experience and qualifications. Person to whom enquiries should be sent: Richard D. Rowe, MD, F.R.C.P. (C), Director, Division of Cardiology, Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. Effective Date of Appointment: July 1, 1981. Type of Appointment: Clinical appointment — annual. Closing Date: May 1, 1981.

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Medicine. An individual (preferably a physician) with appropriate training and experience in epidemiology is required to help develop and co-ordinate the provision of a training and consultative resource in clinical epidemiology within the faculty of medicine. It is anticipated that new research opportunities in the field of occupational health will also be developing, so that interest and experience in this field would be a useful additional qualification. Subject to available funding it is expected that the position will become available on July 1, 1981, in conformity with the policy of the University of British Columbia this position is open to qualified candidates of either sex. Further details may be obtained by writing to Dr. T.W. Anderson, Head, Department of Health Care and Epidemiology, Faculty of Medicine, The University of British Columbia, Vancouver, B.C. V6T 1W5, enclosing a copy of a curriculum vitae. Deadline for applications is May 1st, 1981.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Radiology. University Title: Lecturer. Hospital Department: Radiology. Hospital Title: Associate Radiologist. Qualifications required: Certified with R.C.P.S. (C) with 2 years experience. Nature of Duties: General Radiology, G.I. Respiratory, Undergraduate, Resident and Paramedical Teaching based at Toronto General Hospital. Salary: Commensurate with qualifications and experience. Person to whom enquiries should be sent: Dr. E.L. Lansdown, Chairman, Department of Radiology, 139 FitzGerald Building, University of Toronto, Toronto, Ontario, M5S 1A8. Effective date of appointment: July 1st, 1981. Type of appointment: Clinical appointment — annual. Closing date for receipt of applications: February 28th, 1981.

QUEEN'S UNIVERSITY. Department of Medicine. Allergist and Clinical Immunologist — A geographical fulltime position is available for a fully trained specialist to join and help develop an already established division in the Department of Medicine. Accepted candidates will be expected to teach and carry out research in the specialty as well as to participate in an active University clinic, treating both adult and pediatric patients. Apply with curriculum vitae and names and addresses of three referees to: Dr. D.L. Wilson, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

UNIVERSITY OF SASKATCHEWAN. College of Medicine. The College of Medicine is seeking two infectious disease physicians to develop a program in infectious disease and clinical microbiology. The appointments are tenurable in the Department of Microbiology. This position provides a unique leadership opportunity to the successful candidate. Salary will be related to rank within the established salary schedule of the Faculty of Medicine. The applicant should have an M.D. and fellowship or

equivalent clinical qualifications in Internal medicine or pediatrics and infectious disease. The range and responsibilities will include the teaching of undergraduate students, involvement in the diagnostic services, infection control in University Hospital, clinical consultations in infectious disease, and research and development aspects in clinical microbiology. Please submit curriculum vitae and the names of three referees to Dr. David Edinger, Professor and Head, Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF TORONTO, Faculty of Medicine. University Title: Lecturer. Hospital Department: Division of Perinatal Medicine, Department of Paediatrics. Hospital Title: Clinical Assistant in Perinatal Medicine (two posts). Qualifications required: Registration or eligibility for registration with the Ontario College of Physicians and Surgeons necessary. F.R.C.P. (C) or equivalent an advantage. Nature of duties: Clinical Intensive Care of Newborn. Special responsibility: Teaching of Residents, Transport of Neonates. Post suitable for individual or approaching end of training in Perinatal Medicine. Salary: Commensurate with qualifications and experience. Person to whom enquiries should be sent: Dr. Paul R. Swyer, Chief, Division of Perinatal Medicine, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. Effective date of appointment: 1st July 1981. Type of appointment: Clinical Appointment - annual. Closing date for receipt of applications: 28th February 1981.

THE UNIVERSITY OF ALBERTA. Department of Medicine. The University of Alberta at the Royal Alexandra Hospital seeks an internist or internist/specialist for a geographic full-time academic position. Applications' deadline is March 1, 1981 with full C.V. and names of three referees to: Dr. G. Molnar, Professor and Chairman, Department of Medicine, 8-121B Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G1.

THE ONTARIO CANCER FOUNDATION. London Clinic. The London Clinic of the Ontario Cancer Treatment and Research Foundation seeks a well qualified medical oncologist whose major research interest is in the area of molecular pharmacology of cytotoxic drugs. The Clinic sees 2500-3000 new patients with cancer of all forms each year and is the major referral centre for Southwestern Ontario. Intrinsically linked with the University of Western Ontario, the Faculty of Health Sciences will offer the appropriate academic appointment, dependent upon the experience and qualifications of the successful candidate. Laboratory and clinical facilities will be provided and the successful appointee will be expected to establish his/her research programme within the framework of the clinical and experimental oncology sections of the Clinic. Interested applicants should contact Dr. H. Bush, Ph.D., M.D. F.R.C.P. (C), Director, London Cancer Clinic, Victoria Hospital, South Street, London, Ontario, N6A 4G5.

UNIVERSITY OF ALBERTA. Department of Anatomy. The Department has a vacancy for an Assistant Professor commencing July 1, 1981, and invites applications. The applicant is expected to have a commitment to research and previous teaching experience, preferably in neuroanatomy/histology. Applications, including a covering letter, curriculum vitae, list of publications, and the names of three referees should be directed to: Dr. T.S. Leeson, Professor and Head, Department of Anatomy, University of Alberta, 5-09 Medical Sciences Building, Edmonton, Alberta, Canada, T6G 2H7, before April 1st. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF OTTAWA. Faculty of Medicine. The Hennes Chair of the History of Medicine. The University of Ottawa for the History of Medicine invites applications for the post of Visiting Professor during the academic year 1982-83. Candidates must hold a doctorate and have teaching experience at the university level. Appointments are for a period of 6 months of residence in one of the five medical universities in Ontario, Canada (McMaster, Ottawa, Queens, Toronto, Western Ontario). Deadline for application September 30, 1981. For further information contact the Hannah Institute for the History of Medicine, 50 Prince Arthur Avenue, Suite 105, Toronto, Ontario, Canada, M5R 1B5.

ONTARIO CANCER FOUNDATION. OTTAWA CLINIC. Medical Oncologist. The Ontario Cancer Foundation Ottawa Clinic seeks a medical oncologist. Requirements

include a F.R.C.P. (C) or equivalent and training in medical oncology. Research experience desirable. Responsibilities include patient care and teaching in a very active oncology unit at the Ottawa Civic Hospital, and involvement in co-operative clinical trials. The successful candidate will be nominated for appropriate academic rank. Position available immediately. Apply to Dr. M.E. Tulloh, Director, Ottawa Clinic, Ontario Cancer Foundation, 190 Melrose Avenue, Ottawa, Ontario, K1Y 4K7.

ONTARIO CANCER FOUNDATION. OTTAWA CLINIC. Chief of Medical Oncology. The Ontario Cancer Foundation seeks a senior medical oncologist with expertise and interest in patient care, teaching and co-operative clinical trials. Research experience would be desirable. The successful candidate will be: 1. Chief of the Division of Medical Oncology at the Ottawa Clinic of the Ontario Cancer Foundation encompassing clinics at the Ottawa Civic and the Ottawa General Hospitals; 2. nominated for appropriate academic rank in the Department of Medicine, University of Ottawa. Position available immediately. Apply to Dr. M.E. Tulloh, Director, Ottawa Clinic, Ontario Cancer Foundation, 190 Melrose Avenue, Ottawa, Ontario, K1Y 4K7.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Psychiatry. University Title: Associate or Full Professor. Hospital Department: Psychiatry. Hospital Title: Head, Department of Psychiatry. Qualifications required: A high level of expertise in teaching undergraduate and postgraduate students, a high level of expertise in the clinical practice of psychiatry and psychiatric administration. An appreciation of the direction of research in psychobiology and behavioural sciences is an asset. Nature of duties: Teaching of undergraduate and postgraduate students, clinical practice and research, plus psychiatric administration. Salary: Commensurate with experience. Person to whom enquiries should be sent: Dr. J.K. Morrison, Executive Director, Sunnybrook Medical Centre, 2075 Bayview Avenue, Toronto, Ontario, M4N 3M5. Effective date of appointment: July 1st, 1981. The initial appointment will be for a 5 year term. Closing date for receipt of applications: February 28, 1981.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Paediatrics. University Title: Associate Professor. Hospital Department: Paediatrics. Hospital Title: Director, Division of General Paediatrics. Qualifications required: Experienced paediatric clinician and teacher. Nature of duties: Direct clinical care, teaching, and clinical research in the Division of General Paediatrics. Salary: Commensurate with experience. Person to whom enquiries should be sent: Dr. D.H. Carver, Professor and Chairman, Department of Paediatrics, Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. Effective date of appointment: July 1st, 1981. Closing date for receipt of applications: February 28th, 1981.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Paediatrics. University Title: Commensurate with experience and qualifications. Hospital Department: Paediatrics - Division of Chest Diseases. Hospital Title: Pulmonary Paediatrician. Qualifications required: Applicants must have extensive post-graduate experience in paediatric chest medicine and/or research plus an interest and ability in teaching. Nature of duties: Research and clinical paediatrics. Salary: Commensurate with experience and qualifications. Person to whom enquiries should be sent: Dr. J.A.P. Wilson, Chief, Division of Chest Diseases, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. Effective date of appointment: To be negotiated. Closing date for receipt of applications: June 30, 1981.

UNIVERSITE DE MONTREAL. Faculté de médecine. En conformité avec les statuts de l'Université de Montréal, les postes de directeur des départements d'anesthésie-réanimation, de biochimie, de chirurgie, de médecine, de médecine sociale et préventive, et de gynécologie-obstétrique seront ouverts le 1er juin 1981. Salaire en fonction du rang académique. Prime de direction. Bénéfices sociaux. Faire parvenir la demande accompagnée d'un curriculum vitae au docteur Florent Thibert, secrétaire de la Faculté de médecine de l'Université de Montréal, C.P. 6207, Succursale A, Montréal, Québec, H3C 3T7, avant le 1er mars 1981.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Title: Assistant Pro-

fessor. Hospital Department: Paediatrics (Division of Allergy). Hospital Title: Staff Physician. Qualifications required: F.R.C.P. (C) in Paediatrics or equivalent. At least two years training in Paediatrics Allergy and Clinical Immunology in relation to atopic disease. Preferably some experience in clinical and laboratory research in relation to atopic disease. Nature of Duties: To serve as the second full-time physician in the Division of Allergy at the Hospital for Sick Children, Toronto. Work with and under Dr. C. Collins-Williams, Head of the Division. Duties will include supervision of the Allergy Clinic; both patient care and clinical research. A consulting practice in the Clinic. Inpatient consultation; teaching. It is hoped that laboratory research can also be arranged. Salary: To be negotiated commensurate with experience and qualifications. Person to whom enquiries should be sent: Dr. C. Collins-Williams, MD, F.R.C.P. (C), Head, Allergy Division, Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. Effective Date of Appointment: July 1st, 1981 or sooner. Closing Date for Receipt of Applications: April 30, 1981.

UNIVERSITY OF BRITISH COLUMBIA. Health Services Centre. Pathology. The University of British Columbia Health Services Centre requires a Locum Tenens for the period July 1, 1981 to June 30, 1982 in the Section of Anatomical Pathology, Department of Laboratory Medicine. Enquiries should be addressed to Dr. A. Churg, Section of Anatomical Pathology, Department of Laboratory Medicine, University of British Columbia Health Sciences Centre Hospital, 2211 Westbrook Mall, Vancouver, B.C. V6T 2B5.

BRITISH COLUMBIA CANCER RESEARCH CENTRE. Radiation Biologist. Applications are invited for a staff appointment in the Medical Biophysics Unit of the British Columbia Cancer Research Centre in Vancouver. The position requires training (Ph.D. or equivalent) and experience with the effects of ionizing radiation on normal tissue and tumours in animals. It will involve responsibility for ongoing studies of the effects of p-rimeson radiation in several mouse tissues at TRIUMF, as well as the opportunity to initiate new radiobiological programs. The appointment can be made at the Assistant or Associate Professor level. Qualified supervision of graduate studies required. The position is available immediately, salary commensurate with qualifications. Curriculum vitae, list of publications and names of three referees should be sent to Dr. L.D. Skarsgard, Head, Medical Biophysics Unit, British Columbia Cancer Research Centre, 601 West 10th Avenue, Vancouver, British Columbia, V5Z 1L3, (phone 604-873-8401) from whom also further details can be obtained.

BRITISH COLUMBIA CANCER RESEARCH CENTRE. Radiation Physicist/Biophysicist. Applications are invited for a staff appointment in the Medical Biophysics Unit of the British Columbia Cancer Research Centre in Vancouver. The position requires training (Ph.D.) and experience with the physics and dosimetry of charged particle radiation beams. It will involve responsibility for physical studies of the p-rimeson beam at TRIUMF, including development of patient treatment facilities and procedures. The individual will also be expected to initiate new research programs related to cancer treatment, diagnosis, etc. The appointment can be made at the Assistant or Associate Professor level. Qualified individuals will be eligible for a university faculty appointment. Some teaching and supervision of graduate studies required. The position is available immediately, salary commensurate with qualifications. Curriculum vitae, list of publications and names of three referees should be sent to Dr. L.D. Skarsgard, Head, Medical Biophysics Unit, B.C. Cancer Research Centre, 601 West 10th Avenue, Vancouver, B.C. V5Z 1L3, (phone 604-873-8401), from whom also further details can be obtained.

UNIVERSITY OF TORONTO. Paediatrics. University Title: Professor. Hospital Department: Research Institute, The Hospital for Sick Children. Hospital Title: Director, Therapeutic Research. Qualifications: Medical research background with interests in developmental biology or cardiovascular research related to the young. Nature of Duties: Will be expected to design and lead an interdisciplinary focus of cardiovascular research in the Research Institute, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. Effective Date of Appointment: July 1, 1981. Closing Date for receipt of Applications: February 28, 1981.

MUSIC

DALHOUSIE UNIVERSITY. Department of Music. Dalhousie University invites applications for the position of Assistant or Associate Professor in the Department of Music to commence July 1, 1981. Interested applicants should possess a Ph.D. with publications and/or other documented achievement in composition or research. Successful teaching experience in university undergraduate courses in at least two of the following: history, theory and literature of music (special interest in the period 1850-1950 an asset); aural training; Canadian music; Ethnomusicology; principles of Schenkerian analysis are desired. The position requires teaching undergraduate theory and/or history courses within the B.Mus. and B.Mus.Ed. programmes. The salary and rank are commensurate with qualifications and experience. A curriculum vitae including three letters of reference should be submitted to: Dr. Walter Kemp, Chairman, Department of Music, Dalhousie University, Halifax, Nova Scotia, B3H 3H5. The deadline for receipt of applications is March 15, 1981.

DALHOUSIE UNIVERSITY. Music Education. Dalhousie University invites applications for the position of Assistant or Associate Professor in the Department of Music to commence July 1, 1981. Interested applicants should possess a Masters Degree with successful teaching experience in both a public school system and a teacher-training program. An administrative experience is required as well as demonstrated musicianship as a performer and/or conductor. Familiarity with Kodaly training and philosophy will be an asset. The position requires teaching undergraduate courses in elementary and secondary music methods, classroom literature and techniques supervising and co-ordinating classroom field experience in co-operation with the three School Boards of the Metropolitan Halifax area; collaborating with the theory faculty in the aural skills training programme of the B.Mus.Ed. degree; assisting the chairman in co-ordinating the administration of the Department's Music Education Programme. The salary and rank are commensurate with qualifications and experience. A curriculum vitae including three letters of reference should be submitted to: Dr. Walter Kemp, Chairman, Department of Music, Dalhousie University, Halifax, Nova Scotia, B3H 3H5. The deadline for receipt of applications is March 15, 1981.

UNIVERSITE D'OTTAWA. Département de musique. Poste en Direction Chorale. Le (la) candidat(e) retenu(e) assurera la direction des programmes de musique chorale et de la formation auditive et dirigera les ensembles vocaux du Département de Musique. En outre, un tiers environ de la charge d'enseignement pourra être dévolue à une discipline connexe, telle le déchiffrement, l'histoire ou l'ethnomusicologie. Qualifications requises: doctorat en musique complète, ou l'équivalent professionnel; solide expérience de la direction chorale, préférentiellement en milieu universitaire. Une bonne connaissance des deux langues officielles de l'université (le français et l'anglais) est essentielle pour ce poste. Le rang professoral et le traitement seront établis des titres et de l'expérience du (de la) candidat(e). L'Université offre une gamme complète de bénéfices marginaux très avantageux. Entrée en fonction, à compter du 1er juillet 1981, les candidatures devront être posées avant le 1er mars 1981, et comprendre un curriculum vitae détaillé, ainsi que les noms et adresses d'au moins trois répondants. On est prié de faire parvenir sa demande à M. Keith MacMillan, directeur, Département de Musique, Université d'Ottawa, 1, rue Stewart, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF OTTAWA. Department of Music. Choral Conductor position available, to implement the extensive departmental choral and ear-training programs at the undergraduate level; to conduct choral ensembles and to supervise the Solfege/Ear training program of the Department. One third of the total teaching and conducting load may be spent in a related discipline such as theory, history of music, etc. Considerable professional experience as choral conductor is expected, preferably with university experience and with a doctorate or professional equivalent; should have a working facility in both French and English. Rank and salary negotiable according to qualifications; extensive fringe benefits available. Effective date of appointment, July 1, 1981; application deadline

March 1 or when the position is filled. Application should include an up-to-date curriculum vitae, the names and current addresses of at least three referees, and should be addressed to: Dr. J. Novak, Department of Philosophy, St. Thomas More College, Saskatoon, Saskatchewan, S7N 0W6, before the 15th of April, 1981. Appointment becomes effective July 1, 1981.

BRANDON UNIVERSITY. School of Music. Position: 9-month sabbatical replacement. Specialist in Woodwinds generally, Flute in particular. Jazz Ensemble and/or Music Appreciation. Requires a Master's degree and demonstrated ability as teacher and performer. Duties: Solo and ensemble performances; teaching of Flute majors and minors; teaching Woodwind techniques, other Woodwind minors and Conservatory students; teaching a History or Appreciation course; conducting Jazz Ensemble. Rank & Salary: Lecturer, paid in the upper salary range (currently \$15,500 - \$20,400 annually). Letter of application, references (3), curriculum vitae and a recent tape should be sent to: Dr. Lorne Watson, Director, School of Music, Brandon University, Brandon, Manitoba, Canada, R7A 6A9. Date of appointment: September 1, 1981. Closing date for applications: When position filled.

UNIVERSITY OF VICTORIA. School of Music. Assistant Professor of Oboe. M.Mus. preferred. Previous university or college desirable. Previous performance experience assumed. Private instruction, both performance majors and others. Coaching student wind chamber ensembles. Performing in faculty recitals and ensembles. Salary commensurate with experience. 1980-81 floor: \$21,550. Send application to: Professor Paul Kling, Director, School of Music, University of Victoria, Victoria, B.C. Canada, V8W 2Y2. July 1, 1981. Duties begin September 1, 1981. Deadline: Until position is filled. Tape, curriculum vitae and/or full placement dossier invited with first letter. **BRANDON UNIVERSITY.** School of Music. Position: Primary responsibilities in the new Master of Music program (Major in Music Education) teaching advanced instrumental conducting, wind literature and instrumental methods and techniques, and acting as thesis adviser. Secondary responsibilities in the area of psychology and philosophy of Music Education, or in lower brass, according to the qualifications of the applicant. Qualifications: Doctorate preferred, with teaching experience at the Graduate level. Salary & Rank: Commensurate with qualifications and experience. Effective Date: September 1, 1981. Application: Send curriculum vitae, recent tape, program and three letters of recommendation to Dr. Lorne Watson, Director, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9. Closing Date: When position filled.

SIMON FRASER UNIVERSITY. Music. Laboratory Instructor. Simon Fraser expects to appoint a Laboratory Instructor in Music to begin duties in September 1981. This is a new appointment coincident with the introduction of a minor program in contemporary music. Primary responsibilities of the position are the supervision of an electronic sound studio and a computer music facility, to assist in the maintenance of both facilities and to assist in teaching. Preference will be given to applicants with a background in both analog and digital. Prior experience in both analog and digital applicants to music is necessary, knowledge of computer software and hardware is desirable. The position will require a close working relationship with faculty and staff. Applicants with a wide range of backgrounds will be considered but preference will be given to those with specific training in contemporary music and audio technology. Salary approximately \$18,000. Letters of application should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. V5A 1S6.

SIMON FRASER UNIVERSITY. Music. Simon Fraser University expects to appoint an assistant professor in music to begin teaching duties in September 1981. This is a new appointment coincident with the introduction of a minor program in contemporary music. Primary responsibilities of the position are to teach contemporary music composition and performance within an interdisciplinary arts context. Preference will be given to composers actively working with instrumental and vocal music and who also have a strong teaching interest. A broad background in related arts is also desirable. The qualified candidate should hold a Masters degree in music or equivalent, with a strong background in contemporary music. Estimated salary base - approximately \$22,000. Simon Fraser is particularly

interested in receiving applications from Canadians or those with substantial Canadian experience. Letters of application should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. V5A 1S6.

UNIVERSITY OF MANITOBA. School of Music. A violin instructor is required. Successful student teaching experience and performing experience is expected. D.M.A. or equivalent is preferred. Duties to include teaching violin majors and developing the string program. Ability and interest in a related area (orchestral conducting, pedagogy and literature, chamber music) an asset. Salary and rank commensurate with qualifications and experience. Date of appointment: 1 September 1981; deadline for applications when filled. Applicants should submit curriculum vitae, names of three referees and a tape recording made recently to Professor Paul W. Paterson, Director, School of Music, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Canadian citizens and permanent residents are eligible for employment in Canada at the time of application are especially encouraged to apply. Both women and men are encouraged to apply.

NURSING

ST. FRANCIS XAVIER UNIVERSITY. Department of Nursing. St. Francis Xavier University invites application for a Faculty Position in a 4-year Baccalaureate program. Qualifications: Masters degree in Nursing with Psychiatric Nursing experience essential. Teaching experience in baccalaureate and/or graduate nursing program preferred. Salary: Commensurate with education and experience. Available: August 15, 1981. Send letter of inquiry and curriculum vitae to: Ellen Murphy, Chairman, Department of Nursing, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. 867-3955/867-2266.

LAURENTIAN UNIVERSITY. School of Nursing. Laurentian University, a small bilingual university in Northeastern Ontario, is located near several beautiful lakes. Applications for July 1981 are invited from men and women for teaching positions in the undergraduate nursing programme. Openings are available in the following areas: nursing of the adult patient with acute, chronic illness; psychiatric nursing; nursing the childbearing family. (These positions are subject to budgetary approval). Qualifications: a minimum of a master's degree in nursing as well as experience in the clinical field. Preference will be given to bilingual candidates. Candidates must be eligible for registration with the College of Nurses of Ontario. Salary and appointment level commensurate with qualifications and teaching experience. Applications in writing should include a curriculum vitae and names of three referees to: Ms. Gloria Viverais, Acting Director, School of Nursing, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITÉ LAURENTIENNE. Ecole des Infirmières. L'Université Laurentienne est un petit établissement d'enseignement bilingue du nord-est de l'Ontario, situé près de plusieurs beaux lacs. Nous sollicitons des candidatures mixtes à des postes de professeurs pour le programme de baccalauréat en science infirmière. Les titulaires entreront en fonction au mois de juillet 1981. Il existe des vacances dans les domaines suivants: soins aux patients adultes souffrant de maladies aiguës ou chroniques; soins aux malades mentaux; soins infirmiers pour la famille ou la mère et l'enfant. (Ces postes sont soumis à l'autorisation budgétaire). Exigences: au moins une maîtrise en sciences infirmières et de l'expérience dans le domaine clinique. La préférence sera accordée aux candidats bilingues. Les candidats doivent être admissibles au Collège des infirmières de l'Ontario. Traitement et niveau en fonction des titres et de l'expérience de l'enseignement. Soumettre sa candidature par écrit, accompagnée d'un curriculum vitae et des noms de trois répondants, à: Mad. Gloria Viverais, Directeur Interim, Ecole des infirmières, Université Laurentienne, Sudbury (Ontario), P3E 2C6.

UNIVERSITY OF SASKATCHEWAN. College of Nursing. Faculty positions will be available in the college of nursing July 1, 1981. Applicants with a master's degree and recent clinical practice are required for tenurable appointment. A master's degree in nursing or an earned doctoral degree is preferred. Limited term appointments will

also be available to replace faculty on leave of absence. The undergraduate baccalaureate program is integrated and conceptually based. Team teaching is the mode used in most classes and all faculty are expected to have specialization in a clinical area and to participate in clinical supervision of students. Level of appointment and salary will be commensurate with previous experience in teaching, research and clinical nursing. Further information may be received from Dean U. Ridley, College of Nursing, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

OCEANOGRAPHY

UNIVERSITY OF BRITISH COLUMBIA. Department of Oceanography. Physical Oceanographer. Applications are invited for a postdoctoral or research associate position in dynamical oceanography to study intermediate and large scale motions in the Northeast Pacific. In addition to some theoretical expertise in geophysical fluid dynamics, applicants should have an interest in the analysis of infrared satellite images, hydrographic and current meter data. Position available immediately for one year, with possibility of renewal or a second year. Send curriculum vitae and the names of three references to: Dr. Lawrence A. Mysak, Department of Oceanography, University of British Columbia, Vancouver, B.C., Canada V6T 1W5.

PHILOSOPHY

UNIVERSITY OF VICTORIA. Department of Philosophy. Applications are invited for a one-year sabbatical leave replacement appointment at the rank of Visiting Lecturer or Visiting Assistant Professor for the period 1 September 1981 to 30 April 1982. Candidates should have, or be on the point of completing, the Ph.D. and be capable of teaching introductory philosophy of science. It is possible that there may be an additional, part-time, position available in social ethics and/or contemporary European philosophy. Letter of application and vitae to: The Chairman, Department of Philosophy, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Candidates should arrange to have three letters of reference sent directly to the same address. Deadline March 1, 1981 or when position filled.

BRANDON UNIVERSITY. Department of Philosophy. Applications are invited for a one-year term (sabbatical replacement) appointment at the Lecturer or Assistant Professor level. Duties: to teach 18 credit hours at the undergraduate level with the possibility of an additional 6 credit hours during the spring or summer, 1980-81 annual salary bases: Lecturer \$15,500; Assistant Professor \$19,500. Effective date of appointment: September 1, 1981. Please send curriculum vitae, transcripts and three letters of reference to the Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. Closing Date: February 28, 1981, or as soon as suitable candidate is found.

BROCK UNIVERSITY. Department of Philosophy. Applications are invited for a tenure track appointment at the rank of Assistant or Associate Professor, in a department specialized in Modern European, Eastern and Comparative Philosophy. A Ph.D., enthusiasm for teaching and a record of publication are required. Preference will be given a versatile scholar, with special competence in analytic philosophy and Buddhist and Chinese thought. The successful candidate may be expected to assume administrative responsibilities in the department. Applications, including curriculum vitae and names of three references, should be submitted to: Dr. George J. Nathan, Chairman of Search Committee, Department of Philosophy, Brock University, St. Catharines, Ontario, L2S 3A1.

UNIVERSITY OF SASKATCHEWAN. ST. THOMAS MORE COLLEGE. Department of Philosophy. One year sabbatical replacement position in Philosophy at the level of Instructor or Lecturer. Candidates who will be considered should have a background in Ancient and/or Medieval Philosophy and should be able to teach elementary logic. Competence in the area of philosophy of mathematics with qualifications. St. Thomas More College is a liberal arts institution and

a Catholic College federated with the University of Saskatchewan. Interested candidates should send CV, transcripts, three letters of recommendation to: Dr. J. Novak, Department of Philosophy, St. Thomas More College, Saskatoon, Saskatchewan, S7N 0W6, before the 15th of April, 1981. Appointment becomes effective July 1, 1981.

PHYSICAL EDUCATION

THE UNIVERSITY OF LETHBRIDGE. Department of Physical Education. Rank: One position at the Assistant Professor level in Biomechanics. Qualifications: Ph.D. or near completion. Teaching experience an asset. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 - \$30,794. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. N.G. Little, Chairman, Department of Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing date: When position filled.

PHYSICS

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Physics. One or two year visiting (limited term) Assistant Professor starting July or September 1981. (Subject to budgetary approval). Ph.D. in Physics required with good lecturing and teaching ability. Principal duties are undergraduate teaching at the Scarborough Campus of the University of Toronto. Opportunities for research are available in the Department of Physics on the St. George Campus. Send curriculum vitae and names of three referees to: Chairman, Physical Sciences Division, University of Toronto, Scarborough College, West Hill, Ontario, Canada, M1C 1A4. Reference No: PHY/2X. **ROYAL ROADS MILITARY COLLEGE.** Physics. Royal Roads Military College invites applications for a term appointment in Physics starting 1 September 1981. Doctorate in any field of physics is desirable. Salary and rank related to qualifications and experience. Duties include undergraduate teaching in Physics. Complete dossier, including names of three references should be sent to: Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C., VOS 1B0.

ROYAL ROADS MILITARY COLLEGE. Physics. Physical Oceanography. Royal Roads Military College has a tenure track vacancy in the Department of Physics effective 1 September 1981. Candidates should hold doctorate in physical oceanography. Appointment expected to be made at Assistant Professor level but salary and rank dependent on qualifications and experience. Relocation expenses can be provided. Duties include undergraduate teaching in Physics and in Physical Oceanography. Research in coastal marine science. Applications should include complete dossier and names of three references and be sent to: Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. VOS 1B0.

THE UNIVERSITY OF LETHBRIDGE. Department of Physics. Rank: Two positions at the Assistant Professor level in experimental physics. (Subject to availability of funding). Qualifications: Ph.D. or near completion. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 - \$30,794. Applications: Applications including curriculum vitae, transcripts and three letters of reference should be sent to: Dr. A.A. Schultz, Chairman, Department of Physics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981 07 01. Closing date: When position filled.

POLITICAL SCIENCE

CONCORDIA UNIVERSITY. Department of Political Science. Applications are invited for two full-time positions at the Assistant or Associate level commencing 1980, subject to budgetary approval. Applicants should have completed the Ph.D., have teaching experience and a firmly established publication record. Expertise is sought

In the areas of public policy and public administration, with emphasis on Quebec and Canada. A knowledge of the Quebec milieu and the French language is desirable. Candidates would be expected to teach at both the undergraduate and graduate levels. Send full curriculum vitae and names of three referees to Dr. Everett M. Price, Chairman, Department of Political Science, 144 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for applications: when positions are filled.

CONCORDIA UNIVERSITY. Department of Political Science. Applications are invited for a full-time position at the Assistant level. Applicants should have completed the Ph.D., have teaching experience and an established publication record. Expertise is sought in the area of methodology and one or more of the following areas: urban politics (Canada/Quebec), political thought, international relations, Canadian provincial politics. A knowledge of the Quebec milieu and the French language is desirable. Candidates would be expected to teach at both the graduate and undergraduate levels. Send full curriculum vitae and the names of three referees to Dr. Everett M. Price, Chairman, Department of Political Science, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for applications: when position is filled.

TRENT UNIVERSITY. Department of Political Science. Seasonal appointment 1981-82 at Lecturer or Assistant Professor level. Ph.D. Undergraduate teaching in introductory course, modern political thought and ideologies. Salary range (provisional) \$14,318 - \$17,570 (floor of Assistant Professor scale). Application including curriculum vitae, transcripts, names of three referees to Professor Margaret Doxey, Chairman, Department of Political Studies, Trent University, Peterborough, Ontario. Deadline: When filled. Position subject to budgetary approval.

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for an appointment of an Assistant Professor to be filled 1 July 1981, specializing in the history of the United States in the 17th century. This is a replacement position, and not the one advertised in 1980. Applicants should have a Ph.D. at the time of recommendation of appointment. Salary will be commensurate with qualifications. Applications, with curriculum vitae and the names of three referees should be sent to: Dr. Mark Sproule-Jones, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date: 1 March 1981.

PSYCHOLOGY

THE UNIVERSITY OF LETHBRIDGE. Department of Psychology. Rank: One position at the Assistant level. Developmental Psychology or a closely allied area. Qualifications: Ph.D. Duties: Teaching at the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 - \$30,794. Applications: Applicants including a curriculum vitae, transcripts, three letters of reference and a summary of research goals should be sent to: Dr. Ian O. Whishaw, Chairman, Department of Psychology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981/01. Closing Date: When position filled.

CONCORDIA UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Psychology Department anticipates one or two one-year replacement positions for 1981-82. Primary responsibility is for undergraduate teaching in first year courses in Research Methods or Introductory, and in such upper year courses as Learning, Physiological Psychology, Motivation, Personality and Abnormal. Candidates should be prepared to participate in graduate seminars and to make a research contribution to the department. Curriculum vitae, three letters of recommendation and publication reprints should be sent to: Dr. T. Arbuckle-Maag, Chairman, Psychology Department, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Closing date: March 31, 1981.

ERINDALE COLLEGE. Department of Psychology. Applications are invited for a one-year position at Erindale College, University of Toronto, starting on July 1, 1981. The position is at the Assistant Professor level and preference will be given to candidates with research and teaching expertise in one or more of the following

areas: Attitude formation and change; personality and social behaviour; quantitative methods. Applications with curriculum vitae and three letters of reference should be sent to: Dr. F.L.M. Craik, Department of Psychology, Erindale College, Mississauga, Ontario, L5L 1C6.

DALHOUSIE UNIVERSITY. Department of Psychology. Clinical Psychology. Dalhousie University intends to begin a programme for the Ph.D. degree in Clinical Psychology in the Department of Psychology in July 1981, subject to adequate funding. At this stage, two full-time academic appointments are anticipated, one at the full or associate level, and one at the assistant level with salaries to be negotiated. The individuals appointed should have interests and experience in both clinical practice and research. The most pressing needs are for staff able to teach theory, research and practice in clinical assessment, and to teach classes in such areas as psychopathology and social deviance. Further information may be obtained from Dr. P.J. Quinham, Chairman Clinical Search Committee, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4J1. Applications should include a curriculum vitae with a list of publications, the names of at least three referees and reprints of representative publications. Preference will be given to applicants eligible for employment in Canada at the time of application.

SAINT MARY'S UNIVERSITY. Department of Psychology. Assistant Professor. The Department of Psychology is seeking to fill a tenure-track position in the general area of Applied Psychology. The Department offers M.Sc. programs in Clinical and Industrial/Organizational Psychology. The ideal candidate is one who can contribute through teaching and research, to both of these areas. Experimental psychologists with strong applied interest should also feel welcome to apply. Duties include teaching at the undergraduate and graduate levels, research and professional activity, and research supervision. The 1980-81 salary for the assistant professor rank is \$19,900. Starting date for position is September 1, 1981. Preference is given to applicants who are eligible for employment in Canada at the time of application. Applicant should send a letter of application stating their teaching, research and professional interests along with a vitae and the names of three referees to: Dr. Victor M. Catano, Chairperson, Department of Psychology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Clinical Community Psychologist. Applications are invited for a tenurable faculty appointment at the assistant professor level (salary range for 1980-81: \$21,120 to \$27,144, effective July 1, 1981). The position involves undergraduate teaching and teaching and supervision of graduate students in an APA accredited (provisional) clinical programme. Applicants should have completed all clinical Ph.D. requirements. They should have a strong commitment to the scientist-practitioner model and be actively engaged in research. Send curriculum vitae and three (3) letters of recommendation to: Dr. T. Wishart, Chairman, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Cognitive Psychologist. Applications are invited for a tenurable faculty appointment at the assistant professor level (salary range 1980-81: \$21,120 to \$27,144, effective July 1, 1981). The position is subject to budgetary approval. Applicants in all areas of cognitive psychology will be considered, but preference will be given to persons with competence and interest in human learning and memory, perception or information processing. Applicants should have demonstrated considerable achievement and be admitted as a scholar, with a commitment to the development of both the graduate and undergraduate levels, and supervision of student research. Send curriculum vitae and three letters of recommendation to: Dr. T. Wishart, Chairman, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of Applied Psychology. The Department is seeking applications for a position at the Assistant or School Psychology level in the Division of School Psychology beginning July 1, 1981. Responsibilities include teaching graduate courses to School Psychology students,

supervision of clinical practice and internships, supervision of M.A. and doctoral thesis research and maintenance of a personal research program. The preferred candidate should have substantial supervised clinical experience in school and/or mental health setting. An established record of research productivity as documented by scholarly publications will be necessary in order to secure a graduate faculty appointment. The Department of Applied Psychology also includes divisions of Counselling and Educational Psychology. Faculty interests cover a broad spectrum of applied and basic clinical and research interests. Authorization has been given for a tenure-track appointment to be made if appropriate and if the successful applicant is approved for such an appointment. The successful applicant will be expected to provide evidence of a high level of scholarship, recognized expertise and an ability to make a substantial and sustained academic contribution to the field. Candidates with suitable qualifications could also be considered for Chairperson of the Department. Applications with curriculum vitae and names of three referees should be sent to: Dr. John R. Mallea, Assistant Director (Academic), Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. The deadline for applications is March 14, 1981.

UNIVERSITY OF WINDSOR. Department of Psychology. The Department has a tenure-track position, rank open, in the area of clinical psychology. The starting date for this position is July 1 or September 1, 1981. Preference will be given to applicants with an established publication record and an ongoing programme of research. Applicants should forward a curriculum vitae and the names of three referees to: Dr. Henry L. Minion, Head, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4.

MOUNT SAINT VINCENT UNIVERSITY. Department of Psychology. The Department invites applications for a full-time position in the area of social or developmental psychology. The position is a tenure-track position. Qualifications: doctorate and teaching experience preferred. Rank and salary in accordance with qualifications and experience. The position will commence July 1981. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean, Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

READING

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Reading Research Position. An appointment is to be made in Reading in the Education Department of the Ontario Institute for Studies in Education at the level of Assistant or Associate Professor. Applicants should have a doctorate and be a specialist in reading theory, research in the reading process and reading instruction. They should be able to teach graduate courses at the master's and doctoral level and be admissible to the University of Toronto School of Graduate Studies. They should also be able to guide and undertake research in their field of expertise and be willing and able to undertake field work with practitioners. Authorization has been given for a tenure-track appointment to be made if appropriate and if the successful applicant is approved for such an appointment. The successful applicant will be expected to provide evidence of a high level of scholarship, recognized expertise and an ability to make a substantial and sustained academic contribution to the field. Applications with curriculum vitae and names of three referees should be sent to: Dr. John R. Mallea, Assistant Professor (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. The deadline for applications is March 14, 1981.

RELIGIOUS STUDIES

THE UNIVERSITY OF LETHBRIDGE. Department of Religious Studies. Rank: One position at the Assistant Professor level (subject to availability of funding). Qualifications: Ph.D. or near completion. Expertise in area in Islam and Judaism, secondary in the undergraduate level and research. Salary: 1980-81 schedule: Assistant Professor: \$22,004 - \$30,794. Applications: Applicants including a curriculum vitae,

transcripts and three letters of reference should be sent to: Chairman, Search Committee, c/o Dean's Office, Faculty of Arts and Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure-track position. Probationary appointment for one year beginning 1981/07/01. Closing Date: when position filled.

SAINT PAUL UNIVERSITY. Theology. Tenure-track appointment in New Testament. Rank is open. Doctorate preferred; L.S.S. will be considered. Must be able to understand and teach in French. Conversant with R.C. exegesis and tradition. Graduate and undergraduate teaching and research. Salary will be commensurate with qualifications and experience. Vitae and three letters of reference to Dean, Faculty of Theology, Saint Paul University, 223 Main Street, Ottawa, Ontario, K1S 1C4. To be effective September 1, 1981. Deadline for submission: February 28, 1981.

UNIVERSITE SAINT-PAUL. Théologie. Théologie morale. Poste menant à la permanence. Rang à déterminer. Doctorat. Doit comprendre l'anglais parlé. Considération spéciale pour intérêt à un des domaines appliqués suivants: éthique sociale et politique, éthique familiale, bioéthique. Enseignement de la théologie morale aux trois cycles d'études à la Faculté de théologie et à l'Institut de pastorale. Salaire selon l'expérience et les qualifications. Faire parvenir curriculum vitae et lettres de trois référents au Doyen, Faculté de théologie, Université Saint-Paul, 233, rue Main, Ottawa (Ontario) K1S 1C4. Entrée en vigueur: 1er septembre 1981. Date limite du concours: 28 février 1981.

SOCIOLOGY

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of Sociology. Applications are invited for a position at the Assistant or Associate Professor level in the Department of Sociology in Education. The department carries out graduate studies, research and field development in education in four broad program areas: applied sociology, feminist studies, marxist studies, and the sociology of knowledge. The person hired should be expected to coordinate the Ed.D. program, as well as work with M.Ed. M.A. and Ph.D. students. Coordination would involve both on-campus and off-campus programs. Demonstrated scholarly accomplishment at the graduate level would be a requirement. The person should be skilled in the teaching of field methods, applied sociology, and able to carry out field based research. The substantive areas of work in sociology of education would include one or more of the following interests — schooling, deviance, labour education. Authorization has been given for a tenure-track appointment to be made if appropriate and if the successful applicant is approved for such an appointment. The successful applicant will be expected to provide evidence of a high level of scholarship, recognized expertise and an ability to make a substantial and sustained academic contribution to the field. Starting date for position is: September 1, 1981. Applications with curriculum vitae and names of three referees should be sent to: Dr. John R. Mallea, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Ontario, M5S 1V6. The deadline for applications is March 14, 1981.

UNIVERSITY OF MANITOBA. Department of Sociology. Applications are invited for a two or three year term appointment with possibility of extension at Lecturer or Assistant Professor level, subject to budgetary approval. Completed Ph.D. preferred. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application. Specialization in the area of Criminology. May include Field Placement responsibilities. To commence July 1981. Send vitae including names of at least three referees to: Professor R. Bienvenue, Chairperson, Recruitment Committee, Department of Sociology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Applications will be received until the position is filled.

UNIVERSITY OF MANITOBA. Department of Sociology. Applications are invited for a one year term appointment at Lecturer or Assistant Professor level, subject to budgetary approval. Completed Ph.D. preferred. The University encourages both

women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application. Specialization in the area of methods, demography or medical sociology. To commence July, 1981. Send vitae including names of at least three referees to: Professor R. Blenvenne, Chairperson, Recruitment Committee, Department of Sociology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Applications will be received until the position is filled.

McMASTER UNIVERSITY. Department of Sociology. The Department is inviting applications for a two year contractually limited position at the rank of Assistant Professor, commencing July 1, 1981. Applicants are expected to have the Ph.D. or equivalent, specializations are open. Applications, including curriculum vitae and names of references, should be sent to Dr. W. Shafir, Department of Sociology, McMaster University, Hamilton, Ontario, L8S 4M4.

SAINT MARY'S UNIVERSITY. Department of Sociology. One nine-month term appointment. Ph.D. preferred; undergraduate teaching experience required. Two sections of required course in sociological theory; one upper level course. Salary commensurate according to rank and qualifications, prorated nine months. Apply in writing, with vitae including three references to: Dr. Henry Veltmeyer, Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Deadline: When position is filled.

THE UNIVERSITY OF LETHBRIDGE. Department of Sociology. Rank: One position at the Assistant Professor or Associate Professor level. Qualifications: Ph.D. Duties: Teaching at the undergraduate level and research in the following areas of sociology: Introductory, Social Welfare, Industrial, Political; and one of Canadian Society, Deviance or Complex Organization. Salary: (\$30,000-\$35,000) Assistant Professor: \$22,004 Associate Professor: \$28,175-\$40,125. Applications: Applicants including a curriculum vitae, transcripts and three letters of reference should be sent to: Dr. H. Weaver, Chairman, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure track position. Probationary appointment for one year beginning 1981-01. Closing Date: When position filled.

TRENT UNIVERSITY. Department of Sociology. One year sessional position(s) in the Department of Sociology (subject to budgetary approval). Ph.D. or equivalent. Candidates should be prepared to teach courses in at least two of the following areas: sociological theory, methodology, family and kinship, men, women and society, deviance, individual and society, Canadian social structure, health and illness. Application, curriculum vitae and names of three referees should be addressed to: Professor A. Wernick, Acting Chairman, Department of Sociology, Trent University, Peterborough, Ontario, K9J 7B8.

SOCIOLOGY/ ANTHROPOLOGY

DALHOUSIE UNIVERSITY. Department of Sociology and Social Anthropology. Applications are invited for two contractually limited one-term appointments at assistant professor rank. Ph.D. required. Courses to be taught include introductory sociology and social anthropology, health and illness, research methods and other core undergraduate courses. Applications will be considered until the positions are filled. Please forward curriculum vitae and names of three referees to Chairperson, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 1T2.

BRANDON UNIVERSITY. Department of Sociology and Anthropology. Applications are invited for a lecturer or Assistant Professor (Probationary; tenure track) appointment in Anthropology (specialist in Archaeology). Applicants should have completed or nearly completed a Ph.D., have teaching experience, and have demonstrated research ability. He/she must have some background in general anthropology and be able to teach a variety of courses. Research specialization in northern plains or boreal forest archaeology and a willingness to develop some local research is preferred. Current annual salary bases: Lecturer \$15,500; Assistant Pro-

fessor \$19,500. Position to commence September 1, 1981. Closing date for applications: When position filled. Send full curriculum vitae, transcripts and three letters of reference to the Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9.

THEATRE

THE UNIVERSITY OF ALBERTA. Department of Drama. The Department seeks a full time Sessional Lecturer in Cutting and Costume Design. Applicant would be required to teach costume building and cutting with supporting skills. Some teaching of costume design would be appropriate. Wide experience in cutting, dyeing and texturing is essential. The position is one deeply involved with the BFA and MFA professional program. Wardrobe facilities are excellent and include two large costume shops to supply a vigorous Acting and Design program. This is a one year appointment from September 1, 1981 to April 30, 1982. The University of Alberta is an equal opportunity employer. Send applications, curriculum vitae, vital statistics and at least three letters of reference to: Dr. James H. McTeague, Chairman, Department of Drama, University of Alberta, Edmonton, Alberta, Canada, T6G 2C9.

DALHOUSIE UNIVERSITY. Department of Theatre. Dalhousie University, Department of Theatre expects to make a full time continuing academic appointment effective July 1, 1981. It is expected that the successful candidate will have a record of distinguished teaching and significant publication (or appropriate professional achievements). The appointment will be made in the area of either theatre history or dramaturgy. Theatre historians should have a special and proven interest in Canadian theatre history or the historic relationship between the theatre and the fine arts. Teachers of dramaturgy should have an established interest in Canadian drama, the dramatic genres, or dramatic criticism. Salary and rank are dependent on qualifications and experience. Applications and at least three letters of reference should be sent to Peter Perina, Chairman, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. Closing date: when the position is filled.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. Department of Veterinary Microbiology and Immunology. The Department is seeking applicants for a faculty position in the area of pathogenic bacteriology which will be vacant from January 1, 1981. The duties include teaching at the undergraduate level in the DVM and B.Sc. programs, and at the graduate level, which will include the supervision of candidates for higher degrees in veterinary bacteriology, together with participation in the Department's research program on economically important bacterial diseases of food animals. Current major research projects relate to enteric and respiratory infections in cattle and swine, and bovine mastitis. Applicants should have a DVM degree, and a Ph.D. in veterinary bacteriology, together with extensive relevant experience in teaching and research. The salary and rank for this appointment are negotiable, and the position is subject to budgetary approval. Enquiries and applications should be forwarded to Dr. J.B. Derbyshire, Chairman, Department of Veterinary Microbiology and Immunology, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. Ontario Veterinary College. Department of Clinical Studies. The Department is seeking applications for a faculty position in the area of Avian Health to be available March 1, 1981 or as soon thereafter as possible. The duties will include participation in teaching both at the undergraduate and graduate level and in hospital service activity relevant to the species. Scholarly development will be encouraged. The applicant must be licensed to practice Veterinary Medicine in the Province of Ontario. An advanced degree, teaching and field experience are desirable. Rank and salary are commensurate with training and experience. The position is subject to final budgetary approval. Applications or enquiries should be sent to: Dr. M.R. Wilson, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, On-

tario, Canada, N1G 2W1.

MISCELLANEOUS

UNIVERSITY OF SASKATCHEWAN. Summer Session. Summer Session 1981 (July 2-August 14). Sessional Lecturers are required for summer teaching positions for the following courses: Art Education - Investigation of philosophy techniques and materials for teachers in the field; Geography - preferably Ph.D. and field research experience in some area of Physical Geography. Educational Administration. Selected issues in comparative and international administration. Administration in Continuing Education. An area of particular concern will be extension education with emphasis on rural extension agencies. Curriculum vitae and names and addresses of three referees should be submitted to the Coordinator of Summer Sessions, Division of Extension and Community Relations, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

LATE ADS

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited for 2 full-time sessional appointments to teach courses for faculty members on leave in 1981/82. These appointments are from 1 September 1981 to 30 April 1982. The applicants should be qualified to teach in at least one of the following fields: (1) Research methods, (2) Public administration, (3) Canadian politics, (4) international relations, (5) comparative politics. Applicants should possess at least an M.A. degree and be working towards a Ph.D. Salary will be commensurate with qualifications. Applications, with curriculum vitae and the names of three referees, should be sent to: Dr. Mark Sproule-Jones, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700 Victoria, B.C. V8W 2Y2. Closing date: 1 April, 1981.

UNIVERSITY OF NEW BRUNSWICK. Division of Vocational Education. Applications are being accepted for the following positions at the Kenya Technical Teacher College, based in Nairobi, Kenya, East Africa. Contracts are for a two year duration commencing August 1981. Salary competitive and determined by qualifications. Overseas tax free allowance, housing and other fringe benefits as provided by the Canadian International Development Agency. Each of the following positions requires one person. 1. Technical résumé, teaching experience, professional qualifications such as journeymen's certificate. Although not required, preference will be given to those with a teaching degree. 2. Blocklayer-Mason. 3. Tradesman/teacher required. 4. Mechanical drawing Specialist. 5. Electrician. 6. Tradesman/teacher required. 7. Electronics and Teaching Methods. 8. Electronics Specialist. 9. Drawing - teach students specializing in metals and/or automobiles. Letters of application including detailed résumé, photocopies of degrees, certificates diplomas etc. and two recent references to be sent to: Dr. D.R. LeBlanc Project Coordinator K.T.T.C. Project Division of Vocational Education University of New Brunswick Bag Service No. 4533 Fredericton, N.B. E3B 6E3.

ACADIA UNIVERSITY. Department of Psychology. Applications are invited for 10-month sessional positions as sabbatical leave replacements subject to budgetary approval. Ph.D. required in any area of Experimental and/or Developmental Psychology. Applications, which will be received until the positions are filled, should be sent to: Dr. Verne R. Bacharach, Acting Head, Department of Psychology, Acadia University, N.S., B0P 1X0, with a curriculum vitae and the names of three referees.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: One year sessional or visiting appointment in Educational Administration for off-campus project. Requires residence in Courtenay/Campbell River area. Qualifications: Doctoral degree in educational administration. Active research interests with recent publications. A background in curriculum studies is desirable though not necessary. Duties: To coordinate a joint Masters level program in educational administration and curriculum studies, and to teach courses in educational administration at graduate and

undergraduate levels. Rank and Salary: Dependent upon qualifications and experience. Apply to: Send full curriculum vitae and names of three referees to: Chairman, Department of Communications and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Effective: July 1, 1981. Closing Date: April 30, 1981.

ACADIA UNIVERSITY. School of Business Administration. Applications are invited for positions (subject to budgetary approval) in the School of Business Administration, Acadia University. Salaries are competitive and based on qualifications and experience. Applicants should hold the Ph.D. degree or the M.B.A. with considerable experience. Duties comprise undergraduate teaching in one or more of accounting, finance, marketing, management and information systems. The effective date of appointment is 1 July 1981 or later by mutual agreement. Applications should include a curriculum vitae and the names of three referees and should be addressed to: Dr. L.A. Mitchell, Chairman, Faculty Appointments Committee, School of Business Administration, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Applications will be received until the positions are filled.

UNIVERSITY OF SASKATCHEWAN. Department of Biochemistry. A position for a physical biochemist at the rank of Assistant Professor is available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. Applicants must have a Ph.D. and/or M.D. degree. Preference will be given to individuals with experience in the area of X-ray crystallography. Duties will include research and teaching of biochemistry to undergraduate and graduate students. Effective date of appointment is July 1st, 1981. Salary will be commensurate with experience and training. Send curriculum vitae and names of three referees to: Dr. J.D. Wood, Head, Department of Biochemistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Department of Biochemistry. A three year term appointment as Assistant Professor may be available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. Applicants must have a Ph.D. and/or M.D. degree. Effective date of appointment is July 1st, 1981. Salary will be commensurate with experience and training. The appointment is conditional upon anticipated funds being available. Send curriculum vitae and names of three referees to: Dr. J.D. Wood, Head, Department of Biochemistry, University of Saskatchewan, Saskatoon, Sask., Canada S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Department of Biochemistry. A position at the rank of Assistant Professor is available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. Applicants must have a Ph.D. and/or M.D. degree. Duties will include research and teaching of biochemistry to undergraduate and graduate students. Effective date of appointment is July 1st, 1981. Salary will be commensurate with experience and training. Send curriculum vitae and names of three referees to: Dr. J.D. Wood, Head, Department of Biochemistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

YORK UNIVERSITY. Department of Political Science. 1. Position: A three year contractually limited appointment at the Assistant Professor level subject to budgetary approval. 2. Qualifications: Ph.D. 3. Duties: To teach courses in the field of Strategic Studies. 4. Salary: According to qualifications. 5. Address replication to: R.B. Byers Research Programme in Strategic Studies, 040 McLaughlin College, York University, Downsview, Ont. M3J 1P3. 6. Appointment date: July 1, 1981.

YORK UNIVERSITY. Department of Political Science. Position: Research Associates in Strategic Studies. Qualifications: Ph.D. preferred. Duties: To undertake directed research with the York Research Programme in Strategic Studies. Salary up to \$18,000. Address replied to: Professor R.B. Byers Research Programme in Strategic Studies, 040 McLaughlin College, York University, Downsview, Ontario M3J 1P3. Appointment Date: Sept. 1, 1981.

UNIVERSITY OF TORONTO. Mathematics. Assistant Professor (one year limited term appointment) available July 1, or September 1, 1981. Duties will include teaching and research. Send curriculum vitae including a statement of current research activity and names of three referees to: Professor John E. Dove, Chairman Physical Sciences Divi-

sion, University of Toronto, Scarborough Campus, 1265 Military Trail, West Hill, Ontario, Canada M1C 1A4. (This position is subject to approval).

THE UNIVERSITY OF ALBERTA, Faculty of Nursing. The University of Alberta Faculty of Nursing invites applicants for both senior and beginning positions from July 1, 1981. Master's degree and relevant clinical experience required; Post-Master's preparation or Ph.D. preferred. Teaching primary in undergraduate programs, but some graduate teaching possible for suitable candidates; joint clinical appointments may be arranged for interested candidates. Continuing vacancies exist; appointment possible at Assistant or Associate Professor rank depending on qualifications. Also full-time sessional appointments (8 month period) to replace staff on leave; rank and salary will depend on qualifications. The University of Alberta is an equal opportunity employer. Please send enquiries and applications to: Dr P.A. Field, Acting Dean, Faculty of Nursing, The University of Alberta, Edmonton, Alberta, T6G 2G3.

UNIVERSITE LAVAL, Département de sociologie. Un poste de professeur de carrière. L'évaluation sera effectuée selon l'excellence du dossier. Le département mettra cependant l'accent sur la capacité du candidat à s'intégrer dans l'un des champs d'enseignement au niveau gradué: culture, développement, travail, interventions sociales. Une expérience de recherche est demandée. Le doctorat est exigé, mais seront aussi considérées les candidatures de personnes en rédaction de thèse dont le dossier est exceptionnel. Entrée en vigueur le 1er juin 1981. La date limite de réception des candidatures est fixée au 28 février.

UNIVERSITY OF WATERLOO, Business Administration. Accounting and finance — Applications are invited for faculty positions at the rank of associate or assistant professor from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance, Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective September 1, 1981 or by arrangement. Appointments available until positions filled. Send résumés to: Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. The availability of this position is subject to budgetary approval.

UNIVERSITY OF WATERLOO, Department of Combinatorics and Optimization. Applications are being accepted for the position of an Assistant or Associate Professor in Continuous or Discrete Optimization. The position is for a three-year definite term, with the possibility of a tenure track appointment at the end of this period. Applicants should have a proven ability, or the potential, for excellent research and effective teaching. Responsibilities will also include the supervision of graduate students. Salary and rank will be commensurate with qualifications and experience. Effective date of appointment is September 1, 1981. Interested individuals should send résumés and the names of three references to Professor J.A. Bondy, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Subject to availability of funds.

UNIVERSITY OF WATERLOO, Département de français. Le Département de français de l'Université de Waterloo fait appel aux candidatures en vue de l'attribution d'un poste de Professeur Adjoint de langue française et de linguistique appliquée. La durée du contrat sera d'un an ou de trois ans, selon les qualifications et états de service du candidat. Les candidats doivent avoir une expérience d'enseignement de la langue française aux étudiants du premier cycle et des cours de linguistique romane (française) au niveau supérieur du baccalauréat et à celui de la maîtrise. Le titulaire agira en outre en tant que conseiller pour l'utilisation rationnelle des laboratoires de langue. Les candidats doivent avoir des expériences d'enseignement partiellement informatisé. Le traitement minimum du Professeur Adjoint est de \$19,800; la rémunération réelle sera établie en fonction des qualifications et états de service du candidat. Entrée en fonction au 1er juillet 1981. Les demandes doivent être envoyées au plus tard de 28, février 1981 à l'adresse suivante: Professeur J.R. Dugan, Directeur

du Département de français, Université de Waterloo, Waterloo, Ontario, Canada, N2L 3G1. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation de crédits. Seront considérées par priorité les offres de service émanant de candidats qui, au moment de l'introduction de leur demande, seront en possession d'un permis de travail ayant valeur légale au Canada pour le travail de l'emploi à conférer.

UNIVERSITY OF WATERLOO, Department of French. Applications are being accepted for the position of Assistant Professor of French in the area of applied linguistics and language teaching; one or three year contract depending on qualifications and experience. Duties are to teach French language courses to undergraduates, plus Romance (French) linguistics at advanced B.A. or M.A. level and to provide academic guidance in the area of language laboratory and computer aided instruction. According to qualifications and experience the minimum salary for an Assistant Professor is \$19,800. Appointment to commence July 1st, 1981. Deadline for applications is February 28, 1981. Apply to: Dr. J.R. Dugan, Chairman, Department of French, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. NOTE: This appointment is subject to budgetary decisions. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO, Health Studies. Applications are being accepted for the position of ASSISTANT PROFESSOR in Physiology, with research interests in stress, cardiovascular, environmental or developmental areas. Ph.D. preferable plus one/two-year post-doctoral experience. Strong research potential, and ability to interact with a multidisciplinary behavioural and biomedical faculty, are essential. Responsibilities include teaching undergraduate and graduate courses in an interdisciplinary department concerned with health behaviour related to diseases which involve personal choice (e.g., smoking, eating, alcohol consumption, exercise habits) and the biological bases for these diseases. Assistant professor minimum approximately \$19,800. Address applications to: J.A. Best, Ph.D., Chairman, Department of Health Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Appointment to commence, September 1, 1981. Closing date: February 28, 1981. Position contingent on the availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO, Health Studies. Applications are being accepted for the position of ASSISTANT PROFESSOR in Health Programme Evaluation. Ph.D., or equivalent with strong background in one or more of the major approaches to programme evaluation and evaluation research. Strong research potential, and ability to interact with a multidisciplinary behavioural and biomedical faculty, are essential. Responsibilities include teaching undergraduate and graduate courses in programme evaluation plus other areas of expertise, in an interdisciplinary department concerned with health behaviour related to diseases which involves personal choice (e.g., smoking, eating, alcohol consumption, exercise habits) and the biological bases for these diseases. Assistant professor minimum approximately \$19,800. Address applications to: J.A. Best, Ph.D., Health Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Appointment to commence, September 1, 1981. Closing date: February 28, 1981. Subject to availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO, Department of Kinesiology. Applications are being accepted for the position of 1. Assistant/Associate Professor 2. Ph.D. with background in neurophysiology (neuro control) and biomechanics 3. Provide research direction in neural control and the behavioural aspects of motor control 4. Work with psychomotor behaviour and work physiology. Teach neural control and biomechanics at the undergraduate and graduate levels. 4. Salary offered is Assistant Professor (minimum \$19,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with experience. 5. Dr. M.T. Sharatt, Chairman, Department of Kinesiology, University of

Waterloo, Waterloo, Ontario, N2L 3G1. 6. September 1, 1981. 7. Until position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO, Faculty of Mathematics. Department of Applied Mathematics. Applications are being accepted for the position of Assistant Professor, a three-year definite term appointment with the possibility of it becoming tenure track, commencing September 1, 1981. The appointee will be expected to participate in undergraduate and graduate teaching as well as research. Applicants should have a Ph.D. in, or related to, Applied Mathematics. Special consideration will be given to applicants with experience in Mathematical Modelling. A detailed curriculum vitae, a statement of research interests, and the names of three referees should be sent to Professor C.F.A. Beaumont, Chairman, Department of Applied Mathematics, The University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Subject to availability of funds.

UNIVERSITY OF WATERLOO, Mechanical Engineering. Applications are being accepted for the position of Assistant Professor. Tenure track position, initial appointment will be for three years. A recent Ph.D. graduate with experience in digital and analog control of mechanical systems. Teaching responsibilities will be primarily at the undergraduate and graduate level in control and automation. The successful applicant will be expected to contribute to the department's research in this area and will interact with faculty who have ongoing projects in this and related areas such as fluid power, machinery diagnostics and noise control. Salary will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of teaching and research interests and the names of three referees should be sent to Dr. D.J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, May 1, 1981. No closing date for receipt of applications. (Subject to the availability of funds). First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO, Department of Psychology. Applications are being accepted for several anticipated positions as Assistant Professor of Psychology in the areas of Social, Perception-Cognition, and Applied Developmental. Regardless of area of specialization, applicants should show exceptional promise as a scholar and a commitment to the development of an active and sustained research program. In addition to research, responsibilities include teaching at both the graduate and undergraduate levels and supervision of student research. The salary is competitive; persons eligible for employment in Canada at the time of application will receive first consideration. Applications will be accepted until the positions are filled; to ensure consideration all material should be available by May 15, 1981. Applicants should submit a complete vitae, a cover letter specifying the position of interest, and samples of scholarly work (e.g., reprints or preprints), and see that at least three letters of recommendation are sent directly to Dr. Gary Waller, Chairman, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The availability of this position is subject to budgetary approval.

UNIVERSITY OF WATERLOO, Recreation. Applications are being accepted for the position of Assistant or Associate Professor in Therapeutic Recreation. Qualifications include an earned doctorate or its near completion in Therapeutic Recreation or the discipline. A strong research background with the ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum \$19,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with qualifications and experience. The interested should send applications to: Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, On-

tario, N2L 3G1. Effective date of appointment is March 15, 1981. Applications accepted until position is filled. Subject to availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO, Recreation. Applications are being accepted for the position of Assistant or Associate Professor in Recreation Administration. Qualifications include an earned doctorate or its near completion in Recreation Administration or related discipline. A strong research background with the ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum \$19,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with qualifications and experience. Those interested should send applications to: Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1981. Applications accepted until March 31, 1981. Position contingent on the availability of funds. First consideration will be given to those applications who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF PRINCE EDWARD ISLAND, Watershed Studies. The University of Prince Edward Island has recently been awarded a contract to carry out research on the environmental impact of forestry operations, with emphasis on effects on soil, water and wildlife systems. Studies to be carried out on a number of small local watersheds. The University seeks a PROJECT DIRECTOR for full-time duties. The Director will include research coordination, liaison with government agencies, preparation of reports, and general project supervision. The Director should have had experience in interdisciplinary environmental studies, and ideally will have professional qualifications in soil biology or chemistry. Salary will depend on qualifications. Applications, with names of referees, should be directed to: I.G. MacQuarrie, Chairman, Biology Department, University of Prince Edward Island, Charlottetown, P.E.I. Canada C1A 4P6. Telephone inquiries welcome (802) 894-4121. This position will be filled as soon as possible, and no later than March 15, 1981.

MOUNT SAINT VINCENT UNIVERSITY, Department of Religious Studies. Mount St. Vincent University Department of Religious Studies invites applications for an eight-month sabbatical replacement commencing September 1, 1981 to teach undergraduate courses in the History of Christianity and Christian Theology. Ph.D. preferred. Rank and salary commensurate with qualifications. Applications requested by March 31, 1981. Send curriculum vitae and names of three referees to: Dean of Humanities and Sciences, Mount St. Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY, Education Department. Mount Saint Vincent University Education Department invites applications for a position in reading and language education. Responsibilities: teaching B. Ed., Masters, and in-service courses and supervision of student teachers and graduate theses. Ability to teach in related areas such as curriculum and a pragmatic emphasis on research with a strong interest in research or near completion and teaching experience preferred. Rank and salary in accordance with qualifications and experience. The position will commence July 1, 1981. Send curriculum vitae, university transcript and the names of three referees to: Dean of Education, Dean, Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY, Department of Sociology and Anthropology. Mount Saint Vincent University, Department of Sociology and Anthropology invites applications for a full-time appointment in sociology commencing July 1, 1981. Qualifications: Ph.D. with some teaching experience. Preference given to candidates able to teach in the areas of deviance and/or sociology of education. Rank and salary in accordance with qualifications and experience. Send curriculum vitae and the names of 3 referees to: Dr. Eusebio Clark,

Dean, Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J8. MOUNT SAINT VINCENT UNIVERSITY, English Department, Mount Saint Vincent University, English department, invites applications for a seasonal appointment (sabbatical replacement) at the rank of assistant professor. Candidates must be able to teach three of the following areas: the Seventeenth Century, the English Novel, Children's Literature, Writing, Ph.D. preferred. Salary will be commensurate with qualifications and experience. Position to commence September 1, 1981. Applications are requested before March 15, 1981. Send curriculum vitae and the names of three referees to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J8.

CARLETON UNIVERSITY, Department of Art History. Applications are invited for a one-year term appointment at the Assistant Professor level. Teaching and guidance responsibilities will be primarily in the area of Canadian art and architecture on the undergraduate and graduate levels. Qualifications required: M.A. in history, teaching experience, evidence of scholarship, languages needed for specialized research. The floor of the scale for Assistant Professor is \$20,190 (1981-82). Effective date of appointment is July 1, 1981. Applications, including curriculum vitae and names of three references, should be forwarded to Dr. David Goodreau, Chairman, Department of Art History, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date for applications is February 28, 1981.

THE UNIVERSITY OF ALBERTA, Department of Speech Pathology and Audiology, Assistant/Associate Professor of Audiology. Tentative starting date July 1, 1981. Duties include research, teaching and development of grad program in audiology. Ph.D. with demonstrated research experience required. Salary competitive. Room 308, Corbett Hall, University of Alberta, Edmonton, Alberta T6G 2G4.

CONCORDIA UNIVERSITY, Department of Mathematics. The Department of Mathematics expects to have a tenure-track position at the assistant professor level beginning July 1981. Applicants should have excellent research qualifications in some area of pure or applied mathematics or statistics. Preference will be given to candidates with a recent Ph.D. who have a strong commitment to good teaching in addition to research. Closing date March 1, 1981. Please arrange to have three letters of recommendation sent to: H. Proppé, Chairman, Department of Mathematics, Concordia University, 7141 Sherbrooke Street West, Montréal, Québec, H4B 1R6.

UNIVERSITY OF VICTORIA, Department of Chemistry. Applications are invited from suitably qualified candidates for either of two temporary faculty positions for the 1981-82 winter session. 1. An appointment of a visiting professor or associate professor with specialist interests in inorganic chemistry to teach upper level and post graduate course. 2. An assistant pro-

fessor/sessional lecturer with, preferably, some experience in the teaching of analytical chemistry to teach first and second year courses. Applications with a curriculum vitae and names of references should be forwarded, before 31 March 1981 to: Dr. A. McCauley, Chairman, Department of Chemistry, University of Victoria, Victoria, B.C. V8W 2Y3, (604) 477-6911 Local 443.

UNIVERSITY OF BRITISH COLUMBIA, Department of Agricultural Economics. Applications and nominations are invited for the position of Professor and Head of the department of agricultural economics. The department has seven full-time positions and responsibility for teaching, research and extension programs in the general field of agricultural economics. Programs are currently offered by the department which lead to B.Sc. (Agr.) and M.Sc. degrees, and the department participated in a Ph.D. degree program with the department of economics. Candidates should possess a Ph.D. degree and a strong academic record in both teaching and research. Demonstrated ability in administration would be a desirable asset as would knowledge of the Canadian agricultural sector. Salary is negotiable. The University of British Columbia offers excellent fringe benefits. Applications with curricula vitae, nominations or inquiries should be sent to: The Chairman, President's Selection Committee, Office of the Dean, Faculty of Agricultural Sciences, MacMillan Building, The University of British Columbia, Vancouver, B.C., V6T 1W5. Equal opportunity for employment is offered to male and female applicants.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Mathematics. The Department of Mathematics invites applications for a limited term appointment at the Assistant Professor level. The appointment, which is subject to the availability of funds, will be for the period September 1, 1981 to May 31, 1982. Duties will include teaching and research. Applications, including the names of three referees, should be sent to: D. Borwein, Head, Department of Mathematics, Middlesex College, The University of Western Ontario, London, Ontario, Canada, N6A 5B7.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Geography. Position: Associate Professor, Department of Geography, The University of Western Ontario. Term: One-year limited term. Responsibilities: Teach undergraduate courses in Introductory Geography and Urban Physical Geography and assist in the supervision of senior honors research reports and graduate students. Qualifications: Ph.D. degree. Research and publication in Quantitative Geography and Theoretical Geomorphology preferred. Starting Date: July 1, 1981. Salary and Conditions of Appointment: Commensurate with qualifications and experience. Apply to: Chairman, Department of Geography, The University of Western Ontario, London, Ontario, N6A 5C2 by February 27, 1981. This position is subject to the availability of funds.

UNIVERSITY OF SASKATCHEWAN

DEAN OF ARTS AND SCIENCE

Applications and nominations are invited for the position of Dean of Arts and Science with the appointment to be effective July 1, 1981. The initial term is normally for five years and may be renewed by mutual agreement.

The College of Arts and Science consists of twenty-one departments in the areas of humanities, social sciences, natural sciences, and fine arts. General, Advanced and Honours programs are offered leading to the degrees of Bachelor of Arts and Bachelor of Science; also programs leading to the degrees of Bachelor of Fine Arts and Bachelor of Music. Graduate programs are offered in all areas.

Enrolment in the undergraduate programs for 1980-81 is about 3,300 full-time students, and service classes for other colleges are provided to about another 2,500 full-time equivalent students. The University has approximately 10,000 full-time students registered in fourteen colleges and three schools.

Applicants should have an established reputation as an academic scholar and teacher and the necessary administrative experience and skills to provide leadership for the continuing development of the academic programs within the College.

Nominations and applications with complete resumes will be accepted until March 16, 1981 and should be submitted to the Secretary at the following address:

Mr. N. K. Cram
University Secretary
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0



UNIVERSITY OF SASKATCHEWAN DEAN OF COMMERCE

Applications and nominations are invited for the position of Dean of Commerce with the appointment to be effective July 1, 1981. The initial term is normally for five years and may be renewed by mutual agreement.

The College of Commerce consists of four departments and offers undergraduate programs in several areas, both general and honours, leading to the degree of Bachelor of Commerce. Graduate programs are offered leading to the degrees of Master of Business Administration and Master of Science. Enrolment in the four year Bachelor of Commerce program for 1980-81 is about 1,200 full-time students. The University has approximately 10,000 full-time students registered in fourteen colleges and three schools.

Applicants should have established academic and professional qualifications preferably with a doctorate in a relevant discipline. Candidates should have the necessary administrative and management skills to provide the leadership for the continuing development of the College within the University, and to develop good working relationships with professional and business organizations within the community.

Nominations and applications with complete resumes will be accepted until March 16, 1981 and should be submitted to the Secretary at the following address:

Mr. N. K. Cram
University Secretary
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

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Presents

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PLEASE COMPLETE AND SIGN

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No. & Street No et rue

City/Province Ville/Province

Postal Code Code postal

Name of your University Nom de votre université

Date of Appointment Date de votre nomination

Name of Your Department Nom de votre département

Date First Joined C.A.U.T. Date de votre adhésion à l'ACPU

Date of Signature Date de signature

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C.A.U.T. INCOME TAX GUIDE 1980

Preface notes

1. All references are to the Income Tax Act except as where otherwise noted.
2. The figures in the 'French' quotation marks (« ») refer to the corresponding sections of the Taxation Act of the Province of Quebec.
3. For constitutional reasons, there is no withholding tax levied by the Province of Quebec on the rental or other income of non-residents, hence there are no corresponding sections in the Taxation Act of the Province of Quebec.
4. There is no treaty that binds the Province of Quebec with a foreign country. However, section 488 of the Quebec Taxation Act and Regulation 488R1 made thereunder give effect in Quebec to the principles embodied in the treaties that Canada has signed. Consequently, income of non-residents exempted under a Canadian treaty will not be subject to Quebec income taxes.
5. Interpretation bulletins (which are not technically binding on the government but which will probably be followed by it) as issued by the Department of National Revenue, Taxation, will be referred to by the Department's issue number, i.e., 'IT-221R'.
6. Pending amendments to the Income Tax Act. At the time of writing, the proposed legislation related to the Notice of Ways and Means Motion tabled in the House of Commons on April 21, 1980 has not become law. In the following text, passage into law of these proposed amendments has been assumed.

The income tax consequences of the distinction between employment and business income.

The Income Tax Act contains no statutory definition of 'income' although Section 3 «28» does list the basic rules for computing the amount of a taxpayer's income for a taxation year. The Act distinguishes the various sources of income. The most important distinction for the majority of university teachers is that applied to income from an office or employment in contrast to income from a business or profession.

Employment income is the teacher's salary or other remuneration received by him for the performance of duties arising from his 'contract of service' as set out in sections 5 and 6 «32-33, 36-46». Section 8 «59-79» describes the expenditures which may or may not be deducted from employment income are specifically limited to those enumerated in this section. (Subsection 8 (2) «59»).

Business income (Section 9 «80-82») includes all remuneration received by a teacher for professional services rendered under a 'contract for services'.

A professor may find it to his advantage to consider the distinction between these two sources of income, as described below, because of the significant differences in the deductions which are allowable therefrom. In the case of income from an office or employment, only a restricted list of statutory deductions are permitted, whereas the recipient of business income may generally deduct any reasonable expenses other than payments on account of capital which were incurred for the purpose of earning the income. Amortization of capital costs is usually deductible against business income in the form of capital cost allowances (depreciation), as provided by the Act.

Income from employment

A teacher's salary received as recompense for teaching and administrative duties is normally classified as income from employment. To this must be added fringe benefits which represent additional or supplemental remuneration from employment. Fringe benefits are generally non-cash

emoluments.

Interpretation Bulletin IT-71R enumerates the various common types of fringe benefits and indicates whether or not the value thereof should be included in the employee's income.

Studies dealing with the income tax implications of Wage Loss Replacement Plans (Long Term Disability) in particular and with fringe benefits in general are available from CAUT or OCUFA.

Examples of fringe benefits which must be included in income from employment are:

- a) premiums paid by a university to or on behalf of an employee for provincial hospitalization or medical care insurance plans;
- b) allowances for personal or living expenses received from his employer;
- c) the value of the benefit received through an employee's personal use of an automobile owned or leased by his employer;
- d) wage loss benefits received out of a sickness or disability insurance plan maintained by the university. (Consult the study mentioned above for further details);
- e) that part of a premium paid by the university for group life insurance in excess of \$25,000;
- f) imputed interest on interest-free and low-interest loans made by an employer to an employee in certain circumstances after 1978. Interest on housing loans not exceeding \$50,000 will still be a non-taxable benefit if the acquisition of the residence involves a change of residence and, in terms of law, the contributor has the right to deduct moving expenses. (Section 80.4 (T421, paragraph 4). In Quebec, the imputed interest will be considered as income from employment in 1978 and after. Furthermore, contrary to the federal law, the housing loan is not exempt. «487.1»)

Examples of fringe benefits which need not be included in income are as follows:

- a) transportation to the job in cases where employers find it expedient to provide vehicles for transporting their employees from pick-up points to the location of employment at which, for security or other reasons, public and private vehicles are not welcome or practical;
- b) an employer's cost of providing recreational facilities for employees' use without charge or for a nominal fee;
- c) an employer's contributions to a private health services plan, including dental services for employees as well as the value of benefits flowing from the plans;
- d) moving expenses paid or reimbursed to an employee under certain prescribed circumstances;
- e) remission of tuition fees for courses taken by a university teacher or members of his family, other than his spouse, as long as the university does not issue receipts therefor;
- f) free parking provided for employees;
- g) a reimbursement of the costs of attending a convention where an employer requires an employee to attend in the line of duty associated with his employment;
- h) the employer's contributions to a wage loss replacement plan for employees. (See the study referred to above for full details).

Income from a business

Many teachers provide services as independent contractors for their universities or for other institutions under a contract for services which is not an employment contract and which does not give rise to income from employment. Aside from his regular salary, a professor may derive income from royalties, consulting fees, writing lectures, appearances on television or radio, all of which are usually classed as income from a business or profession. In computing taxable income the teacher may deduct such expenses as are allowable from business or professional income.

In addition to routine teaching duties a professor may teach special courses in summer or night programmes or in graduate school. Whether a contract of service (an employment contract) or a contract for services (a business contract) exists will depend upon the facts of each case. Revenue Canada, recently supported by the courts, has concluded that special teaching services are often performed under an employment contract, particularly where subjects are taught under the same conditions and discipline as apply to courses in the regular curriculum.

However, in some circumstances, the teaching of non-credit courses may be performed under a non-employment arrangement. Some of the factors which provide evidence of a contract for services for the teaching of non-credit courses are as follows:

- a) A contract of service (employment) generally exists if the person for whom the services are performed has the right to control the amount, the nature and the direction of the work to be done and the manner of doing it. A contract for services (non-employment) exists when a person is engaged to achieve a prescribed objective and is given all the freedom he requires to attain the desired result. (From Interpretation Bulletin IT-312, paragraph 4).
- b) Under a contract for services the teacher's discretion and responsibility for expenses incurred by him in providing the services should be clearly defined in a formal contract or exchange of correspondence.
- c) The employment of the services of others by a teacher in carrying out his contractual obligation is evidence of a contract for services.
- d) A contract for services may be implied where a teacher supplies services to more than one university or institution.

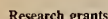
Many universities enter into separate contracts with teachers for these supplementary services. Where a university pays for such on invoice through accounts payable, or reports the income on the T4A «TP4A» form rather than on the T4 «TP4», such practice provides evidence that the university does not consider the remuneration to be employment income. In addition, the university should not withhold any income tax, QPP or UIC on these payments. Administratively, this greatly strengthens the teacher's position when he reports the fees as business income on his tax return, although it does not change the proper legal characterization of the relationship between the taxpayer and the payer.

A professor who teaches a specialty course within the university confines, but on behalf of an outside institution, would do well to arrange for payment directly from the sponsor. If the remuneration is channelled through university payroll and reported on the T4 «TP4» form the recipient may experience some difficulty in persuading his District Taxation Office that it is business income. His prospect for success would improve if the income were paid through accounts payable on receipt of invoice from the teacher or reported on a T4A «TP4A». Many universities will honour such requests.

Clearly, it is to a teacher's advantage to have all of his business income recognized as such because of the broader range of deductible expenses. For instance, if a teacher maintains an office in his home in order to earn business income, the expenses of that office are deductible from his business income. (See office expenses, below). Since no income tax will be withheld at source from business income, the taxpayer should bear in mind that he must make up for this deficiency when his annual income tax return is subsequently filed. Furthermore, unless tax is deducted at source from at least three-quarters of a taxpayer's "Net Income" for a taxation year, he is required to make quarterly instalment payments. (See Individual Income Tax Return for calculation of "Net Income"). (Subsection 156 (1) «1026»).

Generally speaking, a taxpayer may deduct from business income those current expenses or costs which were incurred by him in order to earn the income, provid-

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Sabbatical leaves

Overseas employment exemption

Research expenses

Leaves of absence taken abroad

Canadian investment income of non-residents

Canadian rental income

Non-residents

Caut Income Tax Guide 1980

surance, mortgage interest, agent's fees, capital cost allowances on furnishings, etc. If the tax on net income after deduction of expenses proves to be less than the 15% or 25% already withheld from the gross rents, then a refund of the excess may be claimed.

Capital cost allowances (depreciation) should not be claimed on the residence since they will only be recaptured upon reoccupation and they will also render the property subject to capital gains tax. Capital cost allowances on furniture and equipment may safely be deducted from rents if the owner is confident that depreciation in the amount being claimed will actually occur during the rental period. The rate is 20% and is applied to the fair market value of the furnishings at the time they were converted from personal use to rental property. At the close of each year the capital cost allowance (depreciation) will be 20% of the residual balance. (See example of capital cost allowance claim on furnishings and equipment under the heading of "Business or professional fee income" above).

For example, suppose a teacher rented his residence containing furnishings valued at \$10,000 on September 1, 1979 under a lease running from September 1, 1979 to August 31, 1980. He would be entitled to claim capital cost allowances of \$2,000 (20% of \$10,000) from rental income received during the period of September 1, 1979 to December 31, 1979. However, if the fair market value of the furnishings on August 31, 1980 turns out to be greater than \$8,000 (\$10,000 minus capital cost allowance of \$2,000), the market value of the furnishings would be superimposed in 1980. If the fair market value would exceed \$10,000 then taxable capital gains would also apply in 1980. The teacher will be entitled to no capital cost allowance for 1980 in any event since property was not in use as a business asset on December 31, 1980.

The above example assumes that the teacher had a cash profit of at least \$2,000 during the period from September 1, 1979 to December 31, 1979. A loss cannot be created by claiming CCA on either furnishings or the building.

2. As an alternative to the procedure described above the non-resident may elect to file DNR Form NR6 which is a joint undertaking by the non-resident and his agent to file an income tax return within six months after the end of the year. Under such an arrangement the agent is required to withhold and remit 25% (or 15%) of the estimated net amounts of rental income before deducting capital cost allowance which become available to the non-resident. Then, when the income tax return is filed, the balance of the estimated net income, plus any refund or reduction claimed if there has been an over-payment. A separate undertaking is required for each taxation year. (Subsection 216(4)).

Canadian rental income of residents

An individual who remains a resident of Canada regardless of the fact that he may emigrate temporarily to a foreign country must pay tax on his world income including the net rental income of his home, if applicable. (See Schedule number 7 of the 1980 Individual Income Tax Return).

Election under subsection 45(2) «284»

When a residence is rented (or used in a business) and thus converted to an income-producing property, the taxpayer is deemed by subsection 45(1) «281» to have disposed of the property at its fair market value. Normally, this causes no problem as any resulting gain is usually exempt from tax on the basis that the house was the taxpayer's principal residence. (Subsection 45(1) «281» also deems the taxpayer to have reacquired the property — both land and building — at that fair market value, and the taxpayer may thus claim capital cost allowance on the deemed reacquisition cost of the residence building). However, the taxpayer may elect under subsection 45(2) «284» to be deemed not to have commenced to use his property for the purpose of producing income, and where such election is made there is no deemed disposition and no deemed reacquisition. If the house is moved back into the house there will not be a deemed disposition and reacquisition as would normally occur. If the 45(2) «284» election is not made any increase in value during the rental period will be taxed because of the deemed acquisition and disposal at fair values at the beginning and end of the rental period.

During the years when an election is in force, the owner may designate the residence to be his principal residence, but not for more than four years (except where subsection 54.1(286) applies as discussed in the following paragraph), even though he did not "ordinarily inhabit" the property during those years. This rule applies, for example, to an individual who moves out of his residence with the intention of returning to it as his principal residence, the meaning of which is for the purpose of earning rental income. In these cases, the individual must be taxed as a resident, or deemed to be resident in Canada by subsection 250(1)(8) during the years the property was rented out, to be able to designate the property as a principal

residence for those years. During the period covered by the election under subsection 45(2) «284», all rent income (net of applicable expense *except capital cost allowance*) is subject to tax.

Section 54.1 «286» removes the four-year limitation referred to in the preceding paragraph for taxation years which are covered by the election under subsection 45(2) «284» in certain instances where the employee has moved as a result of his employer wishing him to work at another location.

A pamphlet entitled "Capital Gains and Valuation Day" is available from Revenue Canada, Taxation.

Summary of advantages of non-resident status

As discussed above, a teacher on a sabbatical or temporary leave of absence in a foreign country will probably still be considered to be a resident of Canada; however, the following advantages of achieving non-resident status should be considered by those individuals who feel that they meet the criteria outlined in IT-221R:

- (a) Income received by non-residents from sources outside Canada is not subject to Canadian income tax.
- (b) Withholding tax is applied to investment income paid or credited to non-residents at rates likely to be lower than the marginal rates imposed upon residents.
- (c) Net rental income will probably be taxed at lower rates to non-residents than to residents.
- (d) Non-residents may de-register Canadian registered retirement savings plans at a lower income tax rate than that applied to residents.
- (e) Upon becoming non-resident a taxpayer acquires certain options regarding capital gains on his investments which, if judiciously selected, may result in less capital gains tax than he would pay as a resident.

Before seeking to establish non-resident status, a teacher should consider the combined effect upon his interests of both Canadian and foreign income taxes. Some of Canada's international tax agreements permit Canadians to do research in treaty countries free of foreign income tax on Canadian grants and sabbatical salaries. Some of the countries also exempt income derived from teaching within their borders. In some instances similar exemptions from Canadian income tax are extended by Canada to foreign nationals teaching or pursuing research here.

Some of the issues of consequence to Canadians who plan to go abroad are discussed in the following sections.

Individuals temporarily absent from Canada should take note that the use of general averaging as a formula for reducing income taxes will generally not be available to them as non-residents.

International Tax Treaties

Canada is currently engaged in extensive tax treaty negotiations and, in some instances, renegotiations.

As of September 30, 1980, Canada has ratified and proclaimed income tax treaties with 24 countries: Australia, Belgium, Denmark, Dominican Republic, Finland, France, Germany, Ireland, Israel, Jamaica, Japan, Morocco, the Netherlands, New Zealand, Norway, Pakistan, Philippines, Singapore, South Africa, Sweden, Switzerland, Trinidad and Tobago, the United Kingdom and the United States. Revised or new treaties have been signed with 13 countries but have yet to be ratified: Australia, Austria, Indonesia, Italy, Korea, Liberia, Malaysia, New Zealand, Romania, Spain, Jamaica, Barbados, and U.K. Canada is currently negotiating treaties with 31 other countries, of which 9 are to replace existing treaties with Denmark, Finland, Germany, Switzerland, Netherlands, Norway, Sweden, Trinidad and Tobago, and the U.S.A.

The basic purpose of these treaties is to avoid double taxation and prevent tax evasion. Invariably, a treaty will contain provisions that determine which of the contracting states will tax income from certain specific sources and in some instances, the rate of tax that will apply.

Canadian tax credit for foreign taxes

A teacher who remains a resident of Canada for income tax purposes even though physically outside Canada will be taxed by Canada on his world income although the Canadian Income Tax Act gives him the right to deduct an amount from his Canadian taxes in respect of any foreign income taxes regardless of whether or not a tax treaty exists between the two countries. Generally speaking, the foreign tax credit allowed by Canada will be the

foreign tax paid, or the Canadian tax allocable to the foreign income, whichever is the lesser. As a result, a teacher who retains Canadian residency will be taxed only once on the foreign-source income but at the higher of the Canadian and foreign tax rates.

Canadian Taxation of Sabbatical Salary

As discussed above, Revenue Canada has taken a new stance on the taxation of Canadian residents who are abroad for less than two years. (IT-221R). Even if a teacher successfully establishes that he is a non-resident of Canada while on a foreign sabbatical, Canada will still tax the sabbatical salary when it is paid from a Canadian university to the teacher. (Paragraph 115(2) (c) (i) (1993d)). Normally, if the teacher is taxed on the salary by a foreign country he would be exempt from Canadian tax. (Clause 115(2) (c) (i) (A) (i) (1992b)). However, Revenue Canada maintains that this exemption does not apply to teachers on sabbatical (IT-161R2, paragraph 3).

The O.E.C.D. Model Convention

For the most part, Canada's various tax agreements follow an internationally recognized form. A new Model Convention for the avoidance of double taxation was adopted by the Organization for Economic Co-operation and Development (O.E.C.D.) at Paris on April 29, 1977. Canada is a member of O.E.C.D. and many of Canada's tax treaties, particularly those recently negotiated, follow this model.

The Model Convention contains the following articles which may be of interest to teachers and students.

Article 4: Resident — The laws of each Contracting State will determine the meaning to be attached to the term 'resident' for income tax purposes within that State. The term will not apply to a person who is liable to tax in a State only because he has income from sources in that State or capital situated therein.

In the event of a person being classed as a resident of both Contracting States, various criteria are stipulated to determine his resident status. These are, location of a permanent home, personal and economic relations, habitual abode and nationality. If these criteria are not decisive then the two States will settle the question by mutual agreement.

Article 14: Independent personal services—Income derived by a resident of State 'A' in respect of professional or other independent personal services shall be taxable only in State 'A' unless he has a fixed base regularly available to him in State 'B'. In the latter case, State 'B' may tax such income as is attributable to that fixed base. The term 'fixed base' is not defined in the model convention but Revenue Canada has offered the opinion that it may be described as a centre of activity of a fixed or permanent character which should be regularly available to the individual who is carrying out the activities. Furthermore, the person carrying on the activities should normally be in a position to exert a measure of control over the 'fixed base'. 'Professional services' include such activities as independent scientific, literary, artistic, educational or teaching activities as well as the independent activities of physicians and other 'professionals'.

Article 15: Dependent personal services — Salary or wages derived by a resident of State 'A' in respect of an employment shall be taxable only in State 'A' unless the employment is exercised in State 'B' in which case it may be taxed in State 'B' subject to the following conditions:

The employment income of a resident of State 'A' earned in State 'B' will be taxable only in State 'A' if:

- a) the recipient is present in State 'B' for not more than 183 days in the fiscal year, and
- b) the remuneration is paid by an employer who is not a resident of State 'B', and
- c) the remuneration is not borne by a permanent establishment or fixed base which the employer has in State 'B'.

Article 19: Government service — Salaries paid to residents by State 'A' present in State 'B' for the purpose of performing services in discharge of government functions shall be taxable only in State 'A'. Where such services are rendered by nationals of State 'B' or by persons who did not become residents of State 'B' solely for the purpose of rendering the services, the salary will be taxed only in State 'B'.

Article 20: Students — A student resident of State 'A' who visits State 'B' to study will not be taxed by State 'B' on maintenance funds received from sources outside State 'B' regardless of whether he remains a resident of State 'A' or becomes a non-resident.

General provisions

International treaties permit a taxing state to apply its own taxation laws and residency requirements as long as they do not conflict with the treaty. This may give rise to complications because of the differences which prevail between contracting states, placing an onus upon visitors

to acquire some understanding of the local income tax laws and practices. However, the practical implications of Articles 14, 15, 19 and 20 appear to be that a teacher or student visiting a treaty country to carry on research or study will not be taxed in that country upon funds received from outside sources during his visit. On the other hand, a teacher or student will be taxed in that country on salary or wages earned therein, subject to the exceptions of Article 15.

The Model Convention no longer contains the provision by which one state will permit residents of another state to teach within its borders for a period of two years free of tax on their teaching income. The Department of Finance has declared that this privilege will not be included in any new tax treaties nor in any renegotiation of existing treaties.

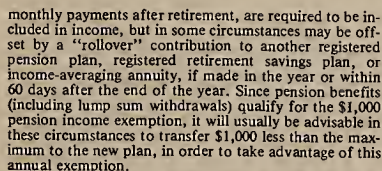
Teachers visiting Canada from the foregoing countries will be subject to a withholding at source on teaching income and deductions for Canada Pension Plan and must file income tax returns.¹⁴ If, when, a teacher's temporary stay in Canada is terminated he may apply for a repayment of the tax paid on his teaching income and his Canada Pension Plan contributions, providing he meets the exemption in the applicable treaty. Because of the particular wording of the tax treaties involved, visitors from the United States, Finland and Australia may remain beyond the two-year limit and still qualify for the exemption as long as they teach for no longer than two years. (IT-68R, paragraph 3). Tax cases heard since IT-68R was issued in 1975 throw doubt on the statement that teaching cannot be carried on for longer than two years. The Jamaican agreement grants the two-year exemption to Canadians teaching in Jamaica but not to Jamaicans teaching in Canada.

A professor from a treaty country who is teaching in Canada should take note of his position with regard to income taxes in his homeland as well as his Canadian situation. These international agreements may provide exemption from Canadian tax on the teaching income of residents of the contracting states but may not absolve such individuals from liability for income taxes at home.

The agreements with the fourteen countries mentioned above, plus the Jamaican agreement, permit Canadians to teach temporarily in their territories for a period up to two years free of domestic taxes upon their teaching income. Professors planning to teach in any of these countries on a tax-exempt basis should enquire about the interim exemption arrangements which may be quite different from those applied in Canada.

If a Canadian professor takes his sabbatical leave in the United States and spends a period of ten months, a year or fifteen months there with the intention of returning to Canada, the U.S. Internal Revenue Service would normally regard him as a non-resident alien. He is so classified because he is regarded as 'one who comes to the United States for a definite purpose which in its nature may be promptly accomplished'. His income tax liability is limited to income from sources in the United States which is either, effectively connected with the conduct of a trade or business in the United States, taxable after allowable deductions graduated rates; or as 'income that

France levies an income tax on the world income of individuals who are deemed to be "domiciled" (resident) in France. A person is "domiciled" for French purposes if



It may be worthwhile to review the terms of your RRSP contract and to consider who the designated beneficiary should be, in view of this amendment.

The effect of the graduated rates of personal income tax is that a sizeable increase in your income in one taxation year will usually attract greater tax than if the same amount of income had been received in equal instalments over a number of years. For example, if your combined federal/provincial marginal tax rate is approximately 36%, realizing a \$50,000 taxable capital gain in 1980 would increase your marginal tax rate to approximately 57%. If instead, the \$50,000 was received equally over a period of 15 years, your marginal tax rate could be limited to roughly 40%, resulting in a significant tax saving.

- taxable capital gains (reduced by any realized capital losses).

- Briefly, an IAAC works this way: you must include in income for tax purposes the amounts of any qualifying income received; you are then entitled to deduct the cost of your investment in an IAAC (up to the amount of the qualifying income less one year's future annuity payments).

To qualify for deduction in 1980, an income-averaging annuity must be purchased not later than March 1, 1981 (the same deadline as for contributions to a registered retirement savings plan).

Borrowing for deferred income plans

- to purchase an income-averaging annuity contract.
- to make past service contributions to a registered pension fund.
- to make contributions to an RRSP for yourself (but not to an RRSP for your spouse).

It should not be overlooked that a contribution to a deferred income plan will itself result in tax savings that you can use to reduce the outstanding loan. For example, if your marginal tax rate is 50% and you borrow \$4,000 to contribute to your RRSP, your net outlay after offsetting

Loans for other purposes

In much the same way, it may be possible to convert non-deductible interest into deductible interest in respect of investments. If, for example, you have an outstanding mortgage of \$50,000 on your home and you hold \$20,000 of Canada Savings Bonds, you should consider cashing the bonds, reducing your mortgage and then borrowing the necessary funds (interest deductible) if you wish to reinvest in some form of income-producing securities.

On the other hand, it should be remembered that interest on money borrowed for the purpose of earning interest or Canadian dividend income will reduce your qualifying investment income for purposes of \$1,000 investment income exemption.

The term "tax shelter" is normally used to describe any tax plan designed to provide you with a deduction from income in the current year without an immediate corresponding cash outlay. (In some cases, the term also refers to the investment of funds with no immediate deduction but where any resulting income is sheltered from tax indefinitely.) Although opportunities to invest in tax shelters have been severely restricted in recent years by changes in the tax legislation, several good tax shelters are still available.

One word, of caution: a tax shelter must be viewed as an investment, albeit with tax advantages. You should apply the same criteria to selecting and investing in a tax shelter that you would apply to any other investment decision.

Oil and gas properties

Effective beginning in 1976, exploration costs incurred from May 26, 1976 to the end of June 1979 were allowed to be written off 100% in the year. It was proposed in the November 16, 1978 Budget that this deadline be extended to the end of 1981.

● To encourage exploration for oil and gas the March 1977 Budget created an additional deduction for exploration expenses incurred by taxpayers drilling for oil or gas in the frontier regions of Canada. This "frontier exploration allowance" is calculated as 2/3 of exploration expenses, incurred after March 1977 and before April 1980 above a \$5,000,000 base for each well. This special deduction has been discontinued, and a new incentive program is expected to be introduced in the near future.

- The most common form of organization for ventures in oil and gas is a limited partnership, with the general partner being the operator of the project and the other investors (either individuals or corporations) being limited partners. At the end of each year the limited partners are provided with a statement showing their share of the year's income, the exploration and development expenses

Films

Rental payments received by the investor in subsequent years will be included in income for tax purposes, offset to some extent by interest expense on the original bank loan. At worst, if no income is received, the taxpayer will only be out of pocket the difference between his original investment (\$60,000) and the tax saved (\$36,000). Should the investor sell his interest in the film, the recaptured depreciation would qualify as income eligible for purchase of an income averaging annuity (IAAC).

Hotel and Motels

Even though a professional manager may be hired to run the hotel, the partnership will be considered for tax purposes to be carrying on a business rather than holding an investment. Capital cost allowance may be claimed on the various hotel assets and, because of the relatively high write-off rates on some classes of assets, a loss for tax purposes will often result in the early years of the operation.

Multiple-unit residential buildings

For a building to qualify for tax treatment as a MURB, it must be certified as such by C.M.H.C. Buildings principally of frame construction will qualify for CCA on a 10% declining balance basis if installation of the footings commenced after November 18, 1974 and before 1978, and provided ownership of the buildings is acquired before 1980.

Other MURBs will qualify for CCA on a 5% declining balance basis where installation of the footings commenced after November 18, 1974 and before 1980 (this includes frame buildings where construction commenced after 1977 or where their acquisition is made or ownership changed hands after 1979). Investors can continue to acquire this second category of MURBs even though construction for them must have started before 1980.

The tax rules governing MURBs do not necessarily make rental real estate an attractive investment, because of the high cost of finance and in view of the rent controls operating in some provinces. However, a number of projects have been promoted to take advantage of incentives provided under the federal government's housing assistance program. Furthermore, some plans have been structured to minimize the risks to investors resulting from failure to complete the building on schedule, cost overruns, failure to find tenants, etc.

To make the arrangement more attractive, some plans also provide for the investors to write off up to 100% of certain development expenditures incurred in the course of construction. (Care should be taken to ensure that these "soft-cost" expenditures fall within the new and more specific guidelines recently issued by Revenue Canada.)

Under a typical plan you might purchase a 1% interest in a certified multiple-unit building, making a down payment in cash and assuming part of the liability under a

mortgage on the property for the balance. Each year you may deduct for tax purposes capital cost allowance at appropriate rates for your share of the allowable expenses incurred in the course of construction and a similar proportion of any cash loss from the operation of the project.

If the project, eventually realizes a cash profit, your share of the profit will, of course, be included in income for tax purposes, after deducting your share of the capital cost allowance.

If you dispose of the investment this may result in a recapture of any capital cost allowance previously claimed, and may give rise to a capital gain if the proceeds of disposition exceed your cost of the property for tax purposes.

Tax deferred shares

Until the end of 1978, the Income Tax Act permitted corporations to distribute dividends out of their "pre-1972" surplus, free of tax in the shareholder's hands. These dividends reduced the shareholder's cost base of the shares, so that eventual sale of the investment would result in a greater capital gain (or smaller capital loss) than would otherwise have been the case. For this reason, these special dividends were often referred to as "tax-deferred" rather than "tax-free".

The right to distribute tax deferred dividends was continued after 1978, but only for special classes of "tax-deferred preferred" shares issued before March 31, 1977 by five major public corporations. The terms of these share issues vary, but each provides for a continuation of the tax-deferred dividends for several years, followed in most instances by tax-free conversion to shares paying ordinary taxable dividends.

These investments offer a good yield, with deferral of tax until the shares are redeemed or sold — and tax at that time only on a capital gains basis. They should be considered if you are in one of the higher tax rate brackets and already have sufficient income to use up the \$1,000 investment income deduction. They will also be attractive if you have a substantial capital loss; you can receive tax-free dividends now and offset any unused loss against the capital gain when the shares are later redeemed or sold.

Stock dividends

Another new form of tax deferral is now being offered by several Canadian public companies. Under a typical plan, the investor is given the choice of shares paying regular taxable dividends, or similar shares paying dividends in the form of additional shares. Stock

dividends paid by public companies are not taxable at the time of receipt but, as in the case of "tax-deferred preferred" shares, will have the effect of reducing the average cost per share, normally resulting in a taxable capital gain upon later disposal.

As a conversion clause is attached to both types of shares, this plan offers a fair amount of flexibility; you can interchange between the two classes of shares and elect to receive either taxable cash dividends or "tax-deferred" stock dividends, depending on which type of payment best meets your immediate financial and tax situation.

Deferred annuities

Taxpayers, particularly those approaching retirement, may consider investing some of their spare capital in a deferred annuity. A lump sum payment to an insurance company purchases the right to receive an annuity of a fixed annual amount, either for life or for a specified term of years, starting at an agreed future date. Interest on the invested funds accumulates tax-free in the meantime, and only the income portion of each annuity payment will be taxed when received in later years. No deduction is permitted for contributions to such a plan, but if you take the time to shop around for an annuity offering a good rate of return, deferral of tax on the interest while it is accumulating can offer an excellent method of sheltering income.

If you are 65 or over you may treat the income portion of annuity receipts either as interest (eligible for the \$1,000 investment income deduction) or as pension income (eligible for the \$1,000 pension exemption), so that if you have sufficient other investment income you can also take advantage of the \$1,000 pension exemption or vice versa.

This choice of tax treatment does not apply, however, to annuity payments out of a pension plan, registered retirement savings plan, deferred profit sharing plan or income-averaging annuity contract.

Final note

CAUT will entertain requests from local and provincial associations and members for funding of problems that raise new income tax questions, seek clarifications of current National Revenue practice and are of interest to employees in a university setting. An outline of any such

problems and questions should be sent to: Mr. Fred Gillespie, Touche Ross & Co., 90 Sparks Street, Ottawa, Ontario, K1P 5B4, with a copy to Dr. R.C. Levesque in the CAUT office. Mr. Gillespie will advise CAUT on a regular basis of these problems and a decision on funding will be taken as quickly as possible in each case. Local and provincial associations will, then, be sent a copy of the Touche Ross comments and the decision on funding.

Although CAUT cannot pay for individual tax counselling or for tax inquiries of a routine nature (i.e., those that are dealt with in this Guide or other CAUT-sponsored publications) or for those questions which are unrelated to a university context, such questions can be referred to the nearest Touche Ross office. In Ontario, they can be referred to Charles Hebdon at OCUFA. Individuals should identify themselves at the local Touche Ross office as members of CAUT. Rates that CAUT has obtained for members are as follows:

Personnel	Experience	Hourly Rate
Tax Partner	more than 10 years	\$95.
Tax Manager	5 to 10 years	\$80.
Tax Supervisor	3 to 5 years	\$ 60
Tax Senior	1 to 3 years	\$45.

The first draft of this guide is a revision of the CAUT Guide prepared in the past by Charles Hebdon. This revision was done by Touche Ross. The new section on Tax Planning for Individuals was prepared by Touche Ross.

References to the Quebec Income Tax Act were added or amended by Professor James Drew of the Hautes Etudes Commerciales (Montreal).

The revision of the French translation was done by Professor Drew with the help of Robert Léger, CAUT Economic Benefits Officer.

\$

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Membership in Canadian Association of University Teachers entitles you to apply for the low cost plans of.

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2. **ASSURANCE PERSONNELLE EN CAS D'ACCIDENT** \$50,000 ou \$100,000
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Please send me information outlining the C.A.U.T. Life and Accident Insurance Plans

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance vie et d'assurance-accident de l'A.C.P.U.

Name/Nom _____
Address/Adresse _____
City/Ville _____ Province _____
Postal Code/Code Postal _____

[illegible][illegible][illegible]

partie
personne en nom collectif dont l'un ou l'autre socié s'out
consentis par une autre société appartenant à une
actionnaires (no) une autre société appartenant à une
de la société pertine. Les règles s'appliquent également à une
un pti à une personne appartenant à une société, à un employé
alléguant pti à une personnes appartenant, à un employé
Le pti à des personnes appartenant peuvent aussi être
le maitr 80 et 80 %
de 33000. En fin le taux préfixé de 1 % depuis
pour les 33000. L'impôt du Québec se bénéficie impossible
Québec, le recompté de \$500. Ainsi
mois \$500, soit 27,800.
être si le pti est virtuellement un seul et même, de 330,000
possible à ajouter à la déduction est de 11 % de 330,000.

1979 et aux prêts consentis plus tard et exigibles que ces avantages figurent dans le revenu de l'emprunteur dans la mesure où la valeur annuelle en dépasse \$500. Si vous empruntez \$30,000 de votre employeur à titre de prêt sans intérêts, vous serez en contre-charge l'année de l'avantage im-

Prêts A Bas Taux D'Intérêt

placements, à profit de la déduction relative au revenu de placements et de l'exemption personnelle et à bénéficier aussi, s'il est titulaire d'une déduction de frais de scolarité qui ne lui serait pas possible autrement.

[illegible]

mobilières) sont généralement considérés comme ayant été passés à leur juste valeur marchande et entraient une fois à leur juste valeur marchande en capital imposable. Lorsque ces biens sont susceptibles d'augmenter en valeur, cependant, il est inutile d'avancer qu'ils ont fait des dons à vos enfants parce que les gains en capital intervenant après la cession et réalisés à la vente subséquente des biens ne vous seront pas attribués. Les gains et

Sauf dans le cas des dons au conjoint, les dons de biens d'investissement (tels que les actions ou les biens im-

Le Québec est la seule province qui continue d'imposer des droits de succession et des impôts sur les dons. Les dons irrécouvrablement faits au donataire plus de trois ans avant le décès ne sont pas assujettis aux droits de succession. Les dons à un organisme de bienfaisance ou à un organisme de développement communautaire ne sont pas assujettis aux droits de succession. Les dons à un organisme de bienfaisance ou à un organisme de développement communautaire ne sont pas assujettis aux droits de succession. Les dons à un organisme de bienfaisance ou à un organisme de développement communautaire ne sont pas assujettis aux droits de succession.

un autre avantage: les montants retirés après le 65e anniversaire de naissance de votre conjoint bénéficieront, en ce qui le concerne, de la déduction annuelle de \$1,000 relative au revenu de pensions.

Regimes a Revenu Différé

égard des deux années immédiatement précédentes. Cela signifie que, si vous cotisez au régime de votre conjoint au début de 1981, la cotisation de 1980, il faut laisser les fonds

conjoint retire des fonds du régime, le montant en sera ajouté à votre revenu jusqu'à concurrence de vos cotisations de l'année ou de celles que vous avez déduites à

Il existe des règles, cependant, qui visent à éviter l'annuler immédiatement un P.E.R. de content. Si votre

l'épargne-retraite au nom de votre conjoint peuvent avoir le résultat suivant: les retraits du régime, au lieu de vous être attribués, sont imposés comme revenu de votre conjoint.

KEER au profit du conjoint
Vos cotisations à un régime enregistré

mineur à litre de don sera attribuée au cédant, il n'en va pas de même d'un prêt authentique. Il vous faudra donc veiller à ce que le prêt soit dûment constaté

nincurs pour ce qui est de passer contrat dans votre province.) Même si le revenu provenant d'un bien cédé à un

\$

Déduction du revenu de
placement
Peu de changements ont été apportés en 1980 à l'imposition du revenu de placements des particuliers. Vous pouvez déduire jusqu'à \$1,000 de votre revenu de placements canadien — intérêt provenant de sources canadiennes (sauf l'intérêt provenant de sources ayant un lien de dépendance avec vous, n'intérêt provenant d'une société de personnes ou d'une faillite partielle), la plupart des dividendes imposables (monnaie majeure), le profit de sociétés canadiennes et les gains en capital impossibles réalisés à la cession de valeurs mobilières canadiennes. (La déduction vaut même pour les gains en capital à l'égard desquels vous avez acheté une rente en capital.)

Dédution du revenu de

Conseils De Planification Fiscale (1980)
Concernant Les Particuliers

1. Les langues étrangères sont enseignées dans les écoles primaires et secondaires, dans les universités et les collèges. Elles sont aussi enseignées dans les écoles de langues étrangères pour les étrangers qui veulent apprendre la langue française.

\$

Gains et pertes en capital

\$1,500		Montant impossible
\$1,500	\$ 585	impôt fédéral
	375	crédit d'impôt pour dividendes
	210	
390	92	impôt provincial
172		
\$ 562	\$ 302	impôt total à payer
\$ 438	\$ 698	net après impôt

placements invariables). Au Québec l'exception de 150 000 ne s'applique pas sur ce genre de gains en capital. Dans le calcul de votre revenu de placements aux fins de l'impôt, cependant, il n'oubliez pas que vous devez déduire tous les frais d'intérêt reconnus sur des fonds communs de placement pour gagner des dividendes ou des intérêts canadiens.

Fractionnement du revenu

Si vos pertes en capital dépassent vos gains en capital réalisés au cours de l'année, l'excédent peut se déduire de vos autres revenus. Aux fins de l'impôt fédéral, l'excédent de 25,000 \$ (1) s'ajoute au Québec) peuvent se déduire du revenu d'autres sources. Les pertes non déduites de cette façon peuvent se reporter sur une année antérieure et indéfiniment sur des années ultérieures; elles doivent se déduire d'abord des gains en capital imposables, s'il en est, de ces années et, ensuite, de la déduction d'autres revenus jusqu'à déduction de toutes les pertes en capital imposables, s'il en est, de l'année.

Comme il est dit plus haut, les gains en capital imposables réalisés à la cession de valeurs mobilières admises à la déduction de 15,000 \$ par année de pertes en capital ne sont pas déduits de l'impôt fédéral, mais ils sont déduits de l'impôt provincial au cours de l'année.

D'autres biens d'investissement au cours de l'année.

\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$

Journal of Management Education 36(7) 809-824

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\$\$\$\$\$\$ GUIDE DE L'IMPOT SUR LE REVENU A.C.P.U. 1980 \$\$\$\$\$\$

Notes préliminaires

1. Toutes les références se rapportent à la loi de l'impôt

2. Les chiffres entre crochets "Français" (« ») renvoient

aux chiffres correspondants de la loi d'imposition du

Québec.

3. Pour raisons d'ordre constitutionnel, le Québec ne re-

çoit pas d'impôt sur le revenu local ou autre des non-

résidents; il n'existe donc pas d'articles correspondants

dans la loi d'imposition du Québec.

4. Il n'existe pas d'article 48 de la loi d'imposition d'un pays

étranger. Cependant, l'article 48 de la loi d'imposition

du Québec et le Règlement d'application 48(R) donnent

effet au Québec aux principes énoncés dans les traités

signés par le Canada. Par conséquent, le revenu des non-

résidents exempté en vertu d'un traité canadien n'est pas

soumis à l'impôt sur le revenu du Québec.

5. Référence est faite aux bulletins d'interprétation (qui ne

sont pas techniquement obligatoires pour le gouverne-

ment, mais qui seront probablement suivis par ce dernier)

publiés par le Ministère du Revenu national. (Impôt).

6. En attendant les modifications à la loi de l'impôt sur le

revenu, au moment de la rédaction de ces lignes, la légis-

lation en vigueur est la loi de l'impôt sur le revenu des

munies le 21 avril 1969 n° 33 encore en vigueur. (Loi de

qui suit suppose que les modifications proposées l'ont été.

Conséquences fiscales de la distinction entre un emploi et le revenu tiré d'un emploi

La loi de l'impôt sur le revenu ne renferme pas de

distinction entre les diverses sources de revenu. Pour la ma-

distinction entre les diverses sources de revenu, la loi

continue de nous offrir une autre distinction. La loi

continue de nous offrir une autre distinction. La loi

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Revenu d'un emploi

Le salaire reçu par le professeur en rémunération de ses fonctions professionnelles et administratives est normale-

ment classé comme revenu d'un emploi. À ce revenu do-

vent s'ajouter les avantages sociaux qui constituent une

remunération supplémentaire ou supplémentaire d'un

emploi. En général, ces avantages ne sont pas des

avantages habituels d'interprétation. L'article 117-1 énumère les divers

avantages habituels d'interprétation. L'article 117-1 énumère les divers

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Revenu d'une entreprise

De nombreux professeurs travaillent à titre d'entrepreneurs indépendants pour une université ou d'autres institutions en vertu d'un contrat d'entreprise, et non d'un contrat de service. Le revenu d'un tel travail n'est pas un revenu tiré d'un emploi.

En plus d'exercer des fonctions professionnelles ordinaires, le professeur peut enseigner des cours spéciaux, d'être

chargé de la production de sa déclaration d'impôt. En

outre, à moins que l'impôt soit déduit à la source sur au

moins les trois quarts du "revenu net" (d'un an, année

divers revenus sont habituellement considérés comme

revenu d'entreprise. Lorsque l'établissement ou le revenu im-

posable, le professeur peut déduire de ce revenu

l'impôt sur le revenu pour le calcul du "revenu

net". (Paragraphe 150(1) «126».)

des versements immédiats. (Voir la Déclaration person-

neutrice, par exemple, qui maintient un bureau chez lui

afin de gagner un revenu d'entreprise peut déduire de ce

revenu les dépenses du bureau. (Voir Frais de bureau, ci-

dessous.)

Toutefois, étant donné qu'aucun impôt n'est payé

de l'impôt sur le revenu pour le calcul du "revenu

net". (Paragraphe 150(1) «126».)

des versements immédiats. (Voir la Déclaration person-

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